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Welcome Home, Hazel Browning Moore!

At last! A new Executive Director for CNA! At a special called meeting of the oard of Directors, Hazel Browning Moore as unanimously selected as the next Execu- e Director. Hazel will be returning to NCNA r a fifteen month tour of duty with the ificate of Need Section of the Division of lity Services with the State of North olina.

Both the Board of Directors and the staff of NA are excited about Hazel's assumption of e Executive Director role. Hazel understands e mission of NCNA, the goals and objectives e Association is trying to achieve, and how e Association interfaces with the national or- nization to meet common goals. She has monstrated skill in working with volunteer embers, providing leadership in the internal ucture of the organization and motivating hers to work together toward shared goals. r those of you who don't know Hazel, let me l you a little about her.

Hazel received her undergraduate nursing gree, a masters degree in rehabilitation coun- ing and a masters degree in nursing from st Carolina University. She has worked as a ff nurse, an office nurse, and an associate gree nursing instructor. She has taught at th East Carolina and Duke University nurs- programs.

Hazel Browning Moore

In December, 1982, Hazel joined NCNA as the Associate Executive Director. In this position she provided staff support to the continuing education review process and workshop planning. Many of us remember Hazel best for her work with the Legislative Committee and Nurse PAC. She also functioned very ably as the registered lobbyist for the Association. In addition, at least twice, she functioned as Acting Executive Director. In 1984, she received the NCNA Board of Directors Award.

From November, 1987, to the present, Hazel has been working as a Certificate of Need Project Analyst. She is responsible for reviewing CON applications for new institutional health services, conducting public hearings, and collecting, comparing, and analyzing data to identify the most effective and least costly proposal for the provision of the new health service. She has become "computer friendly" in this position.

Hazel has played an active role in District 13 serving as Second Vice-President and Program Committee Chairman. She was Chairman of the Credentialing Committee for the 1988 NCNA Convention. Hazel also has served as the Legislative Chairman from 1984-88 with North Carolina NACOOG.

Hazel has a daughter, Lauran, and is married to Frank Moore. She will be joining NCNA March 1.

Well, those are the vital statistics. But wait, I saved the most important part for last. **Hazel loves NCNA; she cares very deeply about the work of NCNA. She believes in nurses, in the Association, and in the things that we, as professionals, are trying to do to improve health care.** Hazel has a commitment to nursing and wants to be a part of moving nursing forward in North Carolina.

WELCOME, HAZEL. We welcome your enthusiasm and your bubbly personality. We welcome your dedication to hard work. We welcome your attention to organizational detail. We can hardly wait to get started.

Nursing Implementation Bill

The Legislative Study Commission on rsing introduced five bills on February 16, 89. The Co-Chairmen of the Commission, ıator Marvin Ward and Representative Mar- Nesbitt were the principal sponsors of the islation. Additional sponsors were the other islators on the Study Commission: Senators ında Hunt, William Martin, Ken Royall, and presentatives Ed Bowen, Jack Hunt, and Barney Woodard.

The NCNA District Presidents were asked to activate their legislative committees and telephone trees prior to introduction of the bills so that each legislator would know that the bills were coming. In addition, the legislators were asked to sign these bills as a show of their support and endorsement.

There are three bills that deal specifically with recommendations to alleviate the nursing shortage. The bill to implement strategies is printed in its entirety. There is an additional appropriations bill which will be used to fund these activities, but at press time a final decision had not been made as to which institution or entity might carry out some of the strategies. Therefore, it has not been printed.

Legislative Update

RECRUITMENT

Section 1 Rural, Long-Term Care, Critical Care Shortages. The State encourages the use of varied clinical training sites for nursing students. The Department of Community Colleges and the UNC Board of Governors shall direct their Schools of Nursing to develop clinical training sites in various settings. The schools shall work with various health care provider groups.

Section 2 The Schools of Nursing of the University of North Carolina shall attempt to locate summer externships for nursing students in rural and other shortage areas. The Area Health Education Centers shall assist in setting up regional meetings with nursing schools, hospitals, nursing homes, and other health care providers to talk about the availability of students and the opportunities for summer employment.

Section 3 The Area Health Education Centers of the University of North Carolina shall provide information and training to hospitals and other employers on programs that help retain new nursing graduates.

Section 4 Certified Registered Nurse Anesthetist (CRNA). The Board of Governors of the University of North Carolina shall explore the need and feasibility of establishing a MSN/CRNA program in eastern North Carolina. The Board of Governors shall review the potential and need for expansion of existing MSN/CRNA programs. A report shall be made to the Commission on Nursing by March, 1990.

Section 5 Health Occupations in Public Schools. The Department of Public Education shall develop a second, more rigorous academic health occupations track for students planning to go on to college. The Department should report its plans to the General Assembly and the Commission on Nursing by November, 1989.

Section 6 The Department of Public Education and the University of North Carolina Board of Governors shall work collaboratively to see if current health occupations courses can be altered to meet the criteria for acceptance under minimum entrance requirements.

Section 7 The Department of Public Education and the Area Health

Education Center of the University of North Carolina shall jointly plan summer programs in health careers for rising ninth, tenth, and eleventh graders to provide exposure to health careers, provide part-time employment in health care facilities for students and to offer further academic instruction and credit in science and math. The programs may be targeted to particular regions of the state, and they may be designed to use vocational education teachers, the experiences of the UNC Math-Science Education Network's Pre-College Program, and the North Carolina School of Science and Mathematics. These plans, with cost estimates, shall be reported back to the General Assembly and the Commission on Nursing by November, 1989.

Section 8 The Area Health Education Centers of the University of North Carolina shall provide, in collaboration with the Department of Public Education, informative materials and training in health careers (including nursing) for middle-school career exploration teachers, with the purpose of increasing the exposure of students to health care careers.

The General Assembly encourages the Area Health Education Centers to work with schools of nursing to insure that high school guidance counselors receive health occupation marketing materials and information.

Section 9 Nursing Education. Nursing programs in community colleges shall be funded at a level above the normal per student curriculum funding. The ratio of their funding will be determined by legislative appropriation. The University of North Carolina Board of Governors shall insure that adequate resources are available for expansion of nursing programs.

Section 10 The Department of Community Colleges and the University of North Carolina Board of Governors shall take action to insure that salaries of community college and University of North Carolina nursing instructors are adequate to compete in the current market and to attract additional instructors to meet program expansion needs.

Section 11 Outreach and Recruiting. The North Carolina Foundation for Nursing, Inc., is directed to develop a comprehensive, generic professional media campaign on nursing as a profession. The Foundation may contract for various services and shall coordinate the campaign with similar local and national efforts. The Foundation shall consult with the Commission on Nursing prior to executing contracts with would expend State funds.

Section 12 The State Board of Community Colleges and the University of North Carolina Board of Governors shall direct their Schools of Nursing to develop new ideas to attract various groups of students.

Section 13 The Area Health Education Centers of the University of North Carolina shall expand their pilot nursing recruitment programs across the State, including such efforts as speaker bureaus, self-study refresher courses, study of career choices among high school students, and working with nursing schools to develop recruitment materials.

Section 14 The Department of Community Colleges and the University of North Carolina Board of Governors shall direct their Schools of Nursing to review their curriculum structure and schedules to insure flexibility and accessibility for non-traditional students. A report of findings and subsequent actions shall be made to the Commission on Nursing by March, 1990.

Section 15 The Department of Community Colleges, the University of North Carolina Board of Governors, Area Health Education Centers, and the North Carolina Board of Nursing shall develop and implement a plan to insure that refresher courses are available statewide and on a more frequent basis. The plan shall be reported to the Commission on Nursing by December, 1989.

RETENTION

Section 16 The Work Environment for Nurses. The State encourages employers to try innovative pilot efforts to retain nurses in patient care.

Section 17 The Area Health Education Centers of the University of North Carolina shall continue and expand their pilot efforts to retain nursing professions. These efforts shall include, but are not limited to, education efforts for various groups regarding nursing recruitment and retention, assistance in implementation of pilot professional practice models, mini-fellowships for hospital nursing managers to visit sites of new nursing practice models, initiatives in nursing management and leadership and certification review courses, developing summer internships for senior nursing students to reduce "reality shock" and to increase mastery of clinical skills, and continued research on retention of nurses.

Section 18 The State of North Carolina should be a model employer. State institutions employing nurses may participate in the efforts of the Area Health Education Centers, and the institutions may experiment with retention efforts. The Department of Human Resources, the Department of Corrections, and North Carolina Memorial Hospital shall report to the General Assembly and to the Commission on Nursing on their efforts and any additional authority needed to carry out retention efforts by November, 1989.

Section 19 Retention Incentives and Nursing Focus. The Commission on Nursing shall plan for a Center for Excellence in Nursing. The Commission on Nursing may appoint a separate group to plan for this Center.

The planning group for the Center for Excellence in Nursing shall consider the need for a focal point for the State's efforts for the nursing profession and shall make recommendations on the organization, structure, duties, and costs of the Center to the Commission.

Section 20 The Area Health Education Centers of the University of North Carolina shall conduct two pilot institute programs in 1989-90 for nurses involved in direct patient care.

Legislative Update

EDUCATION

Section 21 Education. The Board of Governors of the University of North Carolina shall direct the University of North Carolina Schools of Nursing to consider targeted recruitment efforts aimed at non-nursing community college students and at non-traditional students. Nursing curriculums should be examined to see if restructuring is needed to allow those students to complete the nursing curriculum in two years. These efforts shall be reported back to the General Assembly and the Commission on Nursing by November, 1989.

Section 22 Education Mobility for Nurses. The Department of Community Colleges and the baccalaureate schools of nursing are encouraged to continue their efforts to improve the transferability of course credits taken for the Associate Degree in Nursing to baccalaureate programs. The University of North Carolina Board of Governors and the Department of Community Colleges shall report on the results of these efforts to the Commission on Nursing by November, 1989.

Section 23 Hospital-based diploma schools of nursing are encouraged to work with the school offering associate and baccalaureate degrees in nursing in their service areas in order to structure diploma-school course offerings so that more of these courses meet the criteria for academic credit at the associate and baccalaureate degree levels. The schools are requested to report the results of these efforts to the General Assembly and the Commission on Nursing by November, 1989.

Section 24 The Department of Community Colleges shall expand its efforts where feasible to offer associate degree in nursing programs on employment sites, including State institutions, for Licensed Practical Nurses. The Department shall report its efforts, plans and any results to the Commission on Nursing by March, 1990.

Section 25 Schools of Nursing of the University of North Carolina shall examine efforts made on various campuses such as UNC-Charlotte to provide on-campus BSN programs structured for working registered nurses. These schools shall make every effort to provide similar opportunities in their regions. A report on these efforts by the University of North Carolina Board of Governors shall be made to the General Assembly and the Commission on Nursing by November, 1989.

Section 26 Area Health Education Centers of the University of North Carolina shall continue and expand their off-campus baccalaureate and masters degree programs. The Area Health Education Centers shall continue to contract for these programs to provide flexibility to meet changing geographic demands and to serve unserved areas of the State.

Section 27 Need-based Scholarships.

a) The State hereby creates a need-based scholarship fund for nursing students.

b) Funds shall be available for study in community college, University of North Carolina and private college Licensed Practical Nursing or Registered Nursing programs. Part-time students and non-traditional students with previous degrees would be eligible, including registered nurses pursuing a baccalaureate degree in nursing.

c) Funds shall be administered by the State Board of Community Colleges, the University of North Carolina Board of Governors, and the State Educational Assistance Authority. The Department of Community Colleges and the University of North Carolina Board of Governors shall allocate such funds among their respective constituent institutions having programs of education leading to a degree in nursing in a manner to be determined by each public post secondary governing body. The State Education Assistance Authority shall distribute funds to private non-profit colleges with programs offering nursing degrees in a manner determined by its Board, after consultation with the North Carolina Association of Independent Colleges and Universities.

d) Each respective institution receiving such allocated appropriations shall publicize the availability, receive, and review applications and select the recipients of scholarship loans to prospective and enrolled nursing students under the terms and conditions established for the need-based nursing scholarship loan program by the North Carolina State Education Assistance Authority.

e) The North Carolina State Education Assistance Authority shall promulgate rules and regulations for the program, disburse, collect, and monitor funds, establish the terms and conditions of a uniform recipient service contract (promissory note), approve service repayment agreements, and collect cash repayments required when service repayment is not completed.

SALARIES

Section 28 Salary. State institutions are encouraged to experiment with professional practice models for nursing.

Section 29 The Office of State Personnel shall review State nursing clinical ladders and report its findings to the Commission on Nursing and the General Assembly by November, 1989.

Section 30 The Office of State Personnel shall monitor nursing salaries over time and reports its findings to the Commission on Nursing and the Joint Legislative Commission on Governmental Operations. The State urges employers of nurses to address the wage compression problem in nursing salaries.

Section 31 Public Health Nurses. The State urges counties to keep pay for public health nurses competitive with salary levels of other nurses. Vacancies in public health agencies significantly impact the State's implementation of various health programs.

Section 32 The State recommends the North Carolina Hospital Association and the North Carolina Health Care Facilities Association study annuities or other retirement planning options that might be offered jointly to nurses and other allied health workers.

Section 33 The Office of State Personnel shall study the need for flexible fringe benefit options for the State's nurse employees. Findings and recommendations shall be reported to the Commission on Nursing by March, 1990.

Section 34 Incentive Pay. The Area Health Education Centers shall provide information and training to nurse employers on entrepreneurial approaches and other incentives which establish pay arrangements that are creative and give more dollars to those who produce more or save more. These efforts may be incorporated into current efforts to stimulate professional practice models.

Section 35 Productivity. Institutional and nursing management must demonstrate support for excellent nursing care and commitment to supply the resources necessary to provide excellent care. The Area Health Education Centers shall develop programs for institutional managers and directors to further educate them on nursing needs and roles. These programs should include training and consultation on methods to achieve the proper mix of nursing staff and support staff, how computerization can effectively reduce paperwork and increase nursing care time in hospital settings, and other productivity tools.

Section 36 Continuing Education. The Commission on Nursing shall study the need, potential cost and alternatives to changing the State's Medicaid program to reimburse hospitals, nursing homes, and home health agencies for tuition and education expenses for health care employees at amounts above the current Medicaid rates, with a maximum add-on per institution or per employee. The Commission shall report its findings and recommendations to the General Assembly by March, 1990.

Section 37 Career The State encourages the integration of clinical ladders with educational advancement and salary levelsfor nurses.

NURSES
UNITED IN CARING
American Nurses' Association
1990 Convention • June 15–20
Boston, Massachusetts

Two summers ago, N.C. Rep. Peggy Wilson, 44, experienced the nursing shortage first hand. Wilson, who is an R.N. and a practicing school nurse in the West Rockingham City Schools, worked on the medical/surgical floor of Morehead Memorial Hospital in Eden during her school's summer vacation.

"I could not believe what my responsibilities were and how little help I had to do them," Wilson says. One night she was responsible for 17 patients, all of whom had IV's and required medications, and several of whom were critical "no codes."

"That's ridiculous," Wilson says. "We definitely need to deal with the shortage."

Wilson, a Republican representing the 25th district, is serving her first term in Raleigh and has not yet crystallized her own thoughts on the broad policy question of how the state government should respond to the nursing shortage.

Two specific nursing issues Wilson did voice concerns about were the scarcity of nurses in the state's public schools, which she says the Basic Education Plan begins to address, and the creation of a new category of health care personnel, Registered Care Technologists (RCTs). She believes two critical issues regarding the RCTs are who is going to train them and who is going to supervise them, she says.

Wilson has just begun to sort through the tremendous amount of information thrown her way during the first few weeks of the session, she says, including the recommendations of the Legislative Study Commission on Nursing (The *Tar Heel Nurse* interviewed Wilson on January 25, just one day after committee appointments had been made.)

"I really need to rely on the nurses to keep me informed on the issues," says Wilson. "I really need a voice from the outside to come in and say, 'Listen, this is a concern, and this is what we need to do,' and I can go from there."

Wilson believes she will be more effective in promoting legislation because of the recent restructuring of committees in the state House of Representatives.

"In the past, freshman just came up here and sat," she says. "Because of (the restructuring of committees), we all have an equal say, and that's exciting."

Because she is a freshman, though, Wilson was appointed to only one of the subcommittees she requested -- *Families Children and Youth*, one of five subcommittees of the Human Resources Committee. But the issues that subcommittee will address are especially near and dear to her.

"Because I'm a school nurse, I'm very involved with children and families," she says.

Wilson will also serve on the Base and Expansion Budget on Human Resources, a subcommittee of the Appropriations Committee; The University of North Carolina, a subcommittee of the Education Committee; and Personnel Policies, a subcommittee of the Public Employees Committee.

An additional duty that Wilson takes very seriously is her recent appointment to the Governor's Task Force on Injury Prevention. "I think being a nurse will really help me in that area," she says. "Injuries cause the loss of more working years of life than all forms of cancer and heart disease combined. Injuries can be prevented, and up until this point there's not been much done about it."

"Because of this Task Force, North Carolina will be one of the leading states in the nation to do something about injuries," Wilson says.

Wilson clearly is beginning her political career with optimism about what she and the General Assembly can do for North Carolina. Once leary of politicians, she says she was won over to politics by listening and realizing that there are a lot of good politicians. Now, she says, politics has 'gotten into her blood.' "You get charged up and feel like you've 'gotta do what you've gotta do,'" she says. "I didn't run because I wanted to but because I thought I was supposed to."

LEGISLATIVE COMMISSION ON NURSING

Section 38 Legislative Commission on Nursing

a) There is established the Legislative Commission on Nursing. The Commission shall be composed of four members of the Senate appointed by the President Pro-Tempore of the Senate and four members of the House of Representatives appointed by the Speaker of the House, and six members of the public, three appointed by the Speaker of the House and three appointed by the President Pro-Tempore of the Senate. The Speaker of the House of Representatives and the President Pro-Tempore of the Senate shall each appoint one member as co-chairman of the Commission. Members of the Commission shall receive per diem and travel allowances as authorized under GS 120-3.1 for members who are legislators and GS 138-5 for members who are not legislators.

b) The Commission is charged to study the issues outlined above. The Commission shall make recommendations, including cost estimates, aimed at impacting the nursing shortage.

c) The Commission shall report its recommendations to the General Assembly by April 1, 1991.

d) The Commission may, with the approval of the Legislative Services Commission, meet in the State Legislative Building or the Legislative Office Building. The Commission may use the staff of the General Assembly to the extent authorized by the Legislative Services Commission. Clerical assistance will be furnished by the General Assembly. The Commission may enter into contracts for staff and other services, if necessary, after obtaining authorization from the Legislative Services Commission.

e) The Commission shall monitor issues which relate to the shortage of nurses, including Sections 2, 3, 4, 5, and 6 of Chapter 1049 of the 1987 Sessions Laws. **Section 39** There is appropriated from the General Fund to the General Assembly the sum of seventy-five thousand dollars ($75,000) for the 1989-90 fiscal year for the operations of the Commission on Nursing created by Section 38 of this act.

Section 40 This act shall become effective July 1, 1989.

Nurse Aide Registry

Establish a Nurse Aide Registry for persons functioning as nurses aides regardless of title. The Board shall consider those Level I Nurses Aides employed in State licensed or Medicare/Medicaid certified nursing facilities who meet applicable State and federal registry requirements as adopted by the North Carolina Medical Care Commission as having fulfilled the training and registry requirements of the Board, except for the fee requirements prescribed by this subdivision. The Board may charge a fee of five dollars ($5.00) for each registry applicant. The Board shall adopt rules

N.C. Rep. Theresa Esposito, 58, once applied and was accepted to Georgetown University to study nursing; but the war and family obligations kept her at home.

In 1957, Esposito was graduated from the National Institute of Practical Nursing in Washington, D.C., but she still aspires to be a registered nurse.

"I have the fullest intention of going back to get my RN," she says. "Everyone asks, 'Why?' And I say, 'For me.' "

"I believe nurses are a special breed because they have to care and they have to be dedicated," she says.

In the meantime, Esposito stays close to nursing issues as well as many others in her role as a representative in the state House. A Republican from Forsyth County, Esposito has served since 1984 and is just beginning her third term.

Soon after the 1989 legislative session began, Esposito had a stack of letters on her desk from nurses, writing about Registered Care Technologists (RCTs). The district Esposito represents includes Winston-Salem and Bowman Gray Medical Center and, hence, many nurses; and she encourages their input.

"I feel good that nurses are writing me because that's very important," says Esposito. "If they don't write, we don't know what they feel." In regard to RCTs, Esposito says she believes the issue is a very serious one that needs study; she does not think it will be considered by the General Assembly this session.

The recommendations of the Legislative Study Commission on Nursing, however, may very well be considered this session. And Esposito, in her new role as chairman of the Subcommittee on Health and Disease Prevention, will be an important player in health politics. As a member of the minority party, Esposito has benefited from recent political maneuverings in the House, which resulted in a restructuring of committees and the appointment of many minority members to subcommittee chairmanships.

Esposito has also been appointed to the Judiciary Committee, which handles medical malpractice bills in the state; the Rules Committee; and the Natural and Economic Resources Subcommittee of the Appropriations Committee.

As the chair of one of five subcommittees of the Human Resources Committee, Esposito will also be a vice-chairman of that full committee, which handles most of the health legislation in the House.

"I've got my work cut out for me now," she said, pointing to a pile of reports and papers in her office at the legislature. "Just look at that stack over there on AIDS."

Also included in that pile, which Esposito had just begun to tackle at the time of her interview with the *Tar Heel Nurse* (on Jan. 25, only one day after committee appointments had been made) were the recommendations of the Legislative Study Commission on Nursing. Though she was not yet familiar with the specific recommendations of the Commission, she has many ideas about what should be done to alleviate the nursing shortage.

These include improved public relations/career education in high schools, merit scholarships, and consideration of nurses' pay scales. "Nurses are professionals, and they should be paid on a professional wage scale," she says.

Other public health issues that Esposito believes will be on the agenda this year and that nurses should become involved in are drugs and the homeless. "Nurses should have strong input on (solving the drug problem) because they have to deal with it first-hand," Esposito says.

Esposito says she seeks input from nurses, especially in relation to children's health issues, to give her insight to problems she can address on a national level. Esposito was appointed by President Reagan to serve on the National Commission on Children, which meets for the first time in February. She also serves on the National Board for American Legislative Exchange and the Task Force on Health and Welfare.

"I'd certainly like to work with (nurses) as well as for them," Esposito says.

to ensure that whenever possible, the fee is collected through the employer or prospective employer of the registry applicant. Fees collected may be used by the Board in administering the registry. The Board's authority granted by this subdivision shall not conflict with the authority of the Medical Care Commission.

See related articles: North Carolina Nursing Scholarships, page 26; and Governor's Nursing Shortage Implementation Team, page 20.

PEER ASSISTANCE PROGRAM
PAP
North Carolina Nurses Association

On Nurses Day

Camp Kahdalea for Girls
Brevard, NC
9-week season
Variety of sessions
Founded 1963

WANTED: RN to manage infirmary, private Christian camp for girls; Blue Ridge Mountains, Brevard, NC; 4, 5 or 9 weeks June - August; good salary, room, board, children welcome. Write Camp Kahdalea, 555 Palmetto Street, Spartanburg, SC 29302. Call (803) 582-7655.

Insurance Update

NCNA Offers Disability Insurance

The Board of Directors of NCNA voted in January to make available to the membership a comprehensive plan for disability insurance. It is being offered through McNeill Financial Group in Association with Benefit Concepts of New York, Inc. The actual policy is with Connecticut Mutual Life Insurance Company which is licensed in New York State and is rated A+ and AAA Standard & Poors.

The policy offers a non-medical guaranteed to issue (up to $3,000) contract which will provide members disability coverage regardless of any pre-existing medical condition which may exist. A maximum $3,000 monthly income benefit with not medical questions has been secured. Additional income benefit in excess of $3,000 may be obtained, however standard medical questions and review will be required and subjected to acceptance.

Another important feature is own occupational disability which provides for the payment of benefits if the insured is prevented from engaging in the occupation of nursing, **regardless of whether the insured is working in another occupation.** The company states "Professional careers require extensive hours of educational commitment and monies to be able to practice in the field of nursing. In the event of a limiting disability, such as stress which could prevent future participation as a nurse, this personal commitment would be protected through payment of monthly income benefit payments." One scenario to illustrate this feature would be if a critical care nurse making $36,000 became disabled and could, subsequently, only work in a setting paying $20,000, the policy would cover the difference.

Connecticut Mutual is offering this policy exclusively to NCNA members. It will be offered for a one year period and then the company will reassess its effectiveness. **Anyone signing up during this year will remain covered as long as the insured keeps their payments current.** The Board of Directors of NCNA did some further checking on the benefits offered under this plan. The results were that it offers a real benefit to members. Since the plan is sold on an individual basis, coverage moves with the individual.

McNeill Financial Group will be contacting hospitals to let them review the plan to see if they would like to offer it to their employees who are NCNA members through a payroll deduction plan. We have also supplied them with our NCNA mailing list so members should be receiving literature in the mail in the next few weeks. Members indicating an interest will be called on by their McNeill representative. Premiums will vary according to the amount of coverage and the age of the participant at commencement of policy.

Update on Professional Liability Insurance Program

More than 45,000 members of the state nurses associations currently participate in the professional liability insurance program. ANA sponsored a contest during the fall to increase member participation in the plan. North Carolina came in second place in Category B (SNA's with membership between 2,000 and 5,000) with a total increase of 6.7 per cent.

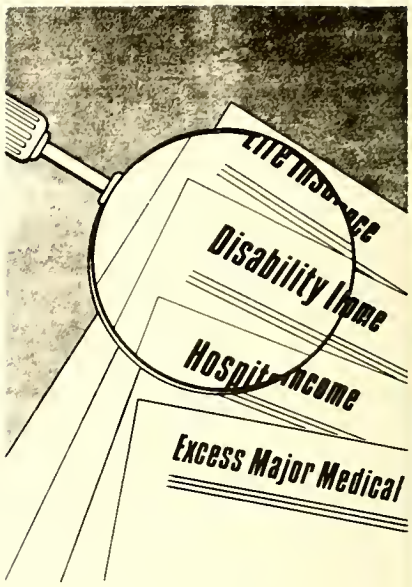
ANA has been successful in negotiating lower rates in several areas of practice. In October, Transamerica agreed to lower the rates for **public health nurses, home health, psychiatric, organ procurement, and flight nurses** from Category B prices to general Category A prices. This lowers the premiums from $158 to $79 for $1,000,000/$3,000,000 coverage. In addition, **ob-gyn nurses who are not involved in labor and delivery** were lowered from Category C to Category A. This lowers premiums from $350 to $79 for $1,000,000/ $3,000,000 coverage. Earlier in the year premiums for **psychiatric/mental health nurse practitioners** were lowered from $650 to $500.

To enhance membership marketing efforts, Transamerica has agreed to provide a rate of $58 for $1,000,000/$3,000,000 for a nurse who becomes licensed as a registered nurse and applies within six months.

Follow-up to Claims Study

The results of the professional liability claims study indicated that while the number of losses against nurses has not been significant, the average cost of a claim seems to be much higher than anticipated. The average loss for claims filed against nurses and resulting in indemnity is $145,397. This is substantially higher than most in the nursing profession have realized. During the period of 1982 to 1985, the company providing liability insurance paid out an average of $1.06 in claims for every dollar collected.

The National Nurses' Claims Data Base has collected information on 53 liability claims and incidents involving nurses during 1989. The most frequent claim is improper treatment (11), followed by medication errors (8), personal injury (8), and inadequate treatment (8). THe vast majority (74%) occurred in a hospital. In those cases where an area of the hospital was identified, the emergency room was named most frequently, followed by obstetrics. Obviously, it is difficult to draw many conclusions from so few reported incidences. ANA feels that as numbers in the data base increase, they will produce valid information on lowering liability insurance premiums in many areas of practice.



You don't have to worry about the fine print when it's available through your SNA.

Let your state nurses' association take the worry out of your insurance program. We have comprehensive plans* available through ANA:

- **Life**
- **Disability Income**
- **Hospital Income**
- **Excess Major Medical**

*Administered by Smith-Sternau Organization, Inc.

For complete details, call the American Nurses' Association, 1-800-821-5834 weekdays, 8:30 a.m.-4:30 p.m. central time and request information on group insurance programs.

National News

ANA Retirement Savings Program

ANA has begun to offer a retirement savings plan through Mutual of America. The Association decided to take this step after conducting a survey of the membership which showed that 75 per cent of nurses are not vested in a pension program, less than 50 per cent have an individual retirement account, less than 15 per cent have invested in annuities, and less than 10 per cent have some other form of supplemental retirement savings.

Mutual of America is offering three types of plans. The **Flexible Premium Annuity (FPA)** is a plan that you can contribute to whenever you want, no matter where you are employed or if you are employed. Your contributions will be in after-tax dollars, but your interest and investment earnings are tax-free until withdrawal. Minimum contribution of $10.00. The **Tax-Deferred Annuity (TDA)** is available to those nurses who are employed by 501 (c)(3) organizations. You can contribute through payroll deductions. Contributions are subtracted from your reportable income so you pay less federal income taxes. Again, interest and investment earnings are tax-free until withdrawal. In order to participate, the employer must sign a participation agreement with Mutual of America. The **Individual Retirement Annuity (IRA)** allows eligible taxpayers to deduct some or all of their contributions from current taxable income. Interest and investment earnings are tax-free until withdrawal.

The NCNA Board of Directors voted to allow Mutual of America to send members literature on these three plans. The Board decided not to do a full endorsement which would have meant placing full page ads in the **Tar Heel Nurse** and several feature articles during the coming year.

ANA To Act on Shortage Commission's Recommendations

The ANA has announced that it plans to act on all of the recommendations to nursing organizations made in the final report of the Commission on Nursing established by HHS Secretary Otis R. Bowen.

Many of the Commission's suggested strategies are already part of ANA's ongoing projects, according to *ANA News* reports.

"We commend the Commission for putting forth strategies that address all elements of the shortage," said ANA President Lucille A. Joel. "Their report reaffirms the validity of nursing's solutions and eliminates the need to test any new bedside caregiver."

The 25-member commission released its final report in December, ending a year-long intensive analysis of the nursing shortage, its causes, and potential solutions. They characterized the nursing shortage as having both qualitative and quantitative roots.

ANA, along with its constituent state associations, will focus on the following in 1989:

-urge hospitals to relieve nurses of non-nursing duties

-examine the utilization and regulation of nursing assistants

-urge hospitals and the federal government to invest in computer technology that allows nurses to spend more time with patients

-continue activities aimed at achieving higher salaries for nurses

-lobby for increased state and federal funding for nursing education

-urge active nurse participation in governance, administration, and management of their employing institutions

-continue to work for implementation of two categories of professional and technical nursing practice

Joel says the ANA believes the commission's recommendations will have more impact than those from other groups in the past for three reasons: they are very specific about what groups need to take what actions; public support for finding solutions to the nursing shortage is building; and the graying of America brings a sense of urgency to solving the problem once and for all.

"Legal Update for Nursing"
Sponsored by

NCNA Continuing Education Provider Unit
May 18-19, 1989
Hilton Inn, Greenville

Watch for brochure and more information in future issues of the **Tar Heel Nurse**.

Call (919) 821-4250, or write NCNA, PO Box 12025, Raleigh, NC 27605, for more information.

PHYSICIAN EXTENDER I

(2 positions) - Durham, NC, Public Health Department, Jail and Maternity/Family Planning Units. Salary: $25,829 - $38,343. Requires graduation from a Physician Assistant or Nurse Practitioner program. Positions are open until filled. Send completed Durham County applications to Durham County Personnel Department, BB&T Building Lower Level, 103 W. Main Street, Durham, NC 27701, (919) 560-7900. EOE/AA

Steering Committee Makes Plans for 1989

The actions of the 1988 House of Delegates for Steering Committee activities were thoroughly reported in the November-December **Tar Heel Nurse**.

The Steering Committee has had two meetings since the House of Delegates. At the December 15, 1988 meeting, Michael Crowell, Frankie Miller, and Sindy Barker met with the Committee to discuss the current activities of the Legislative Study Commission on Nursing and the legislative climate in relation to our entry level position and the action of the House of Delegates making this position a top priority for the Association.

Following this discussion, the Committee established these broad areas of activities for 1989:

1)evaluate the charges to each of the Task Forces and provide specific direction as needed;

2)poll the members of the Steering Committee and Task Forces concerning continued participation until the end of the biennium and reevaluate ability of the members to continue to serve during the 1989-91 biennium;

3)provide specific direction to the Task Force on Legislative/Political Strategies in implementing their plan during the 1989 session of the General Assembly in laying groundwork for future legislative activity;

4)provide specific direction to the Task Force on Nursing Constituencies for networking with other nursing organizations;

5)monitor legislative issues during the 1989 session that affect the activities of the Steering Committee;

6)evaluate ANA materials, i.e., brochures, audiovisuals, etc., that we can use or adapt for use in North Carolina;

7)explore external funding options for Steering Committee activities;

8)evaluate time frames for accomplishing the goal of entry

The Board of Directors has approved a total budget of $12,411 for the Steering Committee and its Task Forces for 1989. With the exception of forums to be conducted by the Task Force on Nursing Constituencies, this budget primarily covers printing and supply costs for meetings. Eight per cent (8%) or $14,656 of total personnel and $56,084 of general program expenses have been budgeted to Steering Committee activities. The estimated funding needs to accomplish our goal will be at least $150,000. A special fund has been established for this goal. Individuals, groups, and districts are encouraged to contribute to this fund.

KEY ASPECTS OF RECOVERY: IMPROVING MOBILITY, REST, AND NUTRITION

Second National Conference on Research for Practice

Keynote Address:

Kathleen Andreoli, DSN, RN

Rush-Presbyterian-St. Luke's Medical Center

Topic Speakers:

Mobility - Nancy Creason, PhD, RN

University of Illinois at Chicago

Rest - Elizabeth Giblin, EdD, RN

University of Washington

Nutrition - Nancy Stotts, EdD, CCRN

University of California-San Francisco

Research Utilization - Linda Cronenwett, PhD, RN

Dartmouth-Hitchcock Medical Center

April 6-8, 1989
Chapel Hill, North Carolina

Together, clinicians and researchers will examine current practice and research in key aspects of recovery—improving mobility, rest, and nutrition, as well as related issues such as skin integrity, oxygenation, and psychosocial adaptation. Discussion of the practical uses of current research and suggestions for further study will follow research presentations. Conference fee of **$110** includes a copy of published conference proceedings. The conference is funded by the National Center for Nursing Research, NIH, and co-sponsored by the University of North Carolina at Chapel Hill School of Nursing, Alpha Alpha Chapter of Sigma Theta Tau, ANA Council of Nurse Researchers, and the Southern Nursing Research Society. Contact: Ruth Wiese, Project Manager, CB# 7460 Carrington Hall, UNC-CH, SON, Chapel Hill, NC 27599-7460, (919)966-2263.

Third Annual

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HOSPICE EDUCATION INSTITUTE
Five Essex Square, Essex, Connecticut 06426
800-544-2213 or 203-767-1620
(between 9 and 4, Eastern time)

Legislative Update

Influencing Our Effectiveness: Who is Making Our Decisions Anyway?

The Cabinet on Government and Health Policy sponsored the biennial Day at the Legislature on January 31, 1989. The theme for the day was "Influencing Our Effectiveness: Who is Making Our Decisions Anyway?" Co-Chairs for the event were **Linda Brown** and **Saundra Shay**.

Over 175 nurses and nursing students participated in the day's activities. Cathy Chapman presented an early morning orientation session for political novices or others feeling a need for a refresher course. **Gale Johnston** gave an overview of national legislative issues including an update on the Nursing Home reform which requires all nursing homes to have 24 hour per day licensed nursing with a registered nurse on duty 8 hours per day, seven days a week, by 1990. ANA is still opposing a provision in the Health and Human Services ruling which states that a long term care facility could waive the nursing requirement, if after a good faith effort, could not hire a nurse at the prevailing wage for similar facilities. Gale urged participants to write to the Secretary of Health and Human Services to voice their concerns about this proposed rule.

Sindy Barker described the unsettled state of the General Assembly due to the election of a new Speaker of the House, Josephus Mavretic, and major committee restructuring. The major piece of nursing legislation for this session will be the bills coming out of the Legislative Study Commission on Nursing. (see page 1)

Carolyn Billings, Chair of the North Carolina Council on the Nursing Shortage, **Patti Fralix**, member of the Governor's Task Force on the Nursing Shortage, and **Judy Seamon**, member of the Legislative Study Commission on Nursing, served as panelists on the topic of "Influencing Effective Decisions Through Collaborative Groups."

Dr. Marla Salmon, Associate Professor at UNC-Chapel Hill School of Public Health, presented "Power and Change" during the luncheon session.

Meanwhile at the Legislative complex, nursing students were delivering box lunches to each legislator. The legislators had received a letter and Day at the Legislature brochure in early January telling them that a healthy lunch would be delivered to their office. A week before the event, notepads (similar to the ones available at NCNA Convention) with handwritten reminders were left in their offices. The many thank you notes received to date indicate that the lunches were appreciated because so many of the legislators do not take time to go to lunch. As a special thank you to the legislators' secretaries, a truffle was delivered mid-afternoon.

Following the luncheon session, participants were taken by bus to the Legislative Building for the afternoon session and an opportunity to call on their legislators; then a bus ride back to the hotel and a legislative debriefing by **Michael Crowell.**

The Cabinet on Government and Health Policy will be reviewing the evaluations and feedback from the legislators and participants on the format for this year's Day at the Legislature before making recommendations for the 1991 workshop.

Nursing Cares Forums Held Across State

During the week of January 9-12, 1989, **Nursing Cares** forums were held in sixteen locations across the state. The forums were put together to address the nursing shortage, the proposal from the American Medical Association for a registered care technologist, and current activities by nurses across North Carolina to address these issues. The forums were sponsored by a coalition of ten nursing organizations including North Carolina Nurses Association, North Carolina Organization of Nurse Executives, North Carolina League for Nursing, North Carolina Emergency Room Nurses, North Carolina Occupational Health Nurses, North Carolina Licensed Practical Nurses Association, North Carolina Conference of Directors of Associate Degree Nursing Programs, North Carolina ADN Council, North Carolina Council of Operating Room Nurses, North Carolina Federation of Nursing Organizations.

A press advisory was sent from NCNA in mid-December to all radio, television, and newspapers announcing the forums and giving the name of the moderator for each forum so that they could get more information. In many cases this communication was followed by an editorial briefing by a member of NCNA's Board of Directors.

Although the preparation time was extremely short, the nurses who served as panel members and moderators did an outstanding job. The following is a list of panelists who served in each location. (Apologies in advance, if some names have been inadvertently omitted.)

ASHEVILLE
Mable Carlyle
Casey Daughton
Karen Dilley
Jo Franklin
Hettie Garland
Alice Irwin
Becky Pitts
Shirley Tenney

BOONE
Linda Wright

CHARLOTTE
Jean Crawford
Jo Franklin

DURHAM
Joanne Beckman
Joan Bounds
Laurie Ferris
Carolyn Henderson
Dana Hull
Mary Ann Peter
Rachel Stevens
Barbara Trap-Moen
Karen Vanacek

ELIZABETH CITY
Teresa Godfrey
Ruth Mattingly
Jo Rountree
Patricia Stearritt

FAYETTEVILLE
Wanda Boyette
Mary James
Shirley Preston
Becky Willis

GOLDSBORO
Kathy Forehand
Marlene Howlett

GREENVILLE
Judy Kuykendall
Terry Lawler
Betty Trought
Nancy Verzier

HICKORY
Melanie Capps
Beverly Craig
Naomi East
Irene Henline
Linda Phillips

NEW BERN
Jeannette Avery
Davy Crockett
Judy Seamon
Beth Wagner

RALEIGH
Patti Fralix
Gale Johnston
Joyce McClure
Frank Moore
Debbie Moore

ROCKY MOUNT
Frances Eason
Marlene Howlett

SYLVA
Sue Morgan
Linda Wright

WHITEVILLE
Annie Hayes
Ruth Storms
Debbie Walters

WILMINGTON
Donna Bost
Denise Darden
Charlotte Hoelzel
Marlene Howlett
Ann Lieberman
Carol Rogers
Julie Smith

WINSTON-SALEM
Debbie Craver
Sharon Kerr

AIM HIGH

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AIR FORCE

N.C. Medical Society's Position on Nursing

The following article was written by E. Harvey Estes, Jr., MD, at the request of Ernest B. Spangler, MD, President, NCMS, because of his involvement with nursing shortage issues. Dr. Estes serves as Co-Chair of the Joint Practice Committee of NCNA and NCMS and member of the North Carolina Council on the Nursing Shortage.

Most of us are acutely aware of the flap caused by the proposal last spring by the AMA Board of Trustees that we train a new type of bedside caregiver, the Registered Care Technologist (RCT), to augment the efforts of existing nursing personnel. The proposal was accompanied by statements that it was intended to help existing categories of nurses in their important tasks, and that it did not signal a reduction in ongoing AMA support for increased financial support for nursing education or for efforts to increase nursing recruitment.

The proposal was met by a firestorm of opposition from the nursing profession. Most of this opposition was centered on the concept that RCTs were to be trained by physicians and other non-nursing instructors and were to perform their duties under the supervision of physicians. Nurses felt that these individuals and other bedside caregivers must function under the supervision of nurses and that nurses should have responsibility for their instruction and for setting standards for such instruction.

In North Carolina, medicine and nursing have a long history of cooperative, harmonious interactions. This new proposal threatened to alter this pattern to the detriment of both professions. Fortunately, the spirit of mutual respect has prevailed, causing leaders of both professions to meet and to discuss ways to work together to tackle the personnel shortage that threatens the care provided in hospitals and nursing homes.

The North Carolina Board of Nursing (NCBN) has designed a course of instruction that can be provided by hospitals, community colleges, nursing homes, and others who meet the criteria for providing such instruction. These programs would be accredited by the NCBN and produce trainees who would be registered with the NCBN as Nurse Aides. There would be two categories of aides. Nurse Aides I would be trained to provide useful and necessary bedside services such as bathing patients, assisting with ambulation, feeding patients, taking vital signs and maintaining gastric suction. They would also meet the newly established Federal requirements of aides in nursing homes.

A second level of training, Nurse Aides II, would be designed to enable these aides to carry out higher level functions, such as dressing changes, ostomy care, removal of IVs, tube feeding, and applying hypothermia units.

Nurse Aides will not be licensed by the Board of Examiners as are doctors, nurses, and others, but they will be registered by the NCBN. The instructional programs will be accredited by the same group. Thus an individual who finishes a program in one area of the state can be assumed to have the same skills as one trained in another area. Individuals will be able to move from one institution to another within the state with only a change of address notification.

The leadership of the medical profession is delighted with this proposal from our colleagues in the nursing profession and feel that we can support it with enthusiasm. We must work together to insure that this proposed program receives the legislative and administrative support it needs and the added funds when required. We feel that it is an innovative plan to accomplish what both professions desire; the improvement of bedside care for the patients both professions serve!

Position Paper on Nursing Adopted by the N.C. Medical Society's Executive Council

The North Carolina Medical Society has major concerns for the growing shortages and maldistribution of health care manpower and for the inadequate number of people choosing careers in health care. These concerns are especially acute in areas of nursing and allied health services.

Because of the critical shortage of bedside nursing care in North Carolina, the North Carolina Medical Society feels that an intensive joint effort by the leadership of the nursing and medical professions in North Carolina - in cooperation with the North Carolina Hospital Association - should begin immediately to address the manpower shortage in nursing care, and come forward, as soon as possible, with proposed solutions for this problem.

At the same time this effort goes forward in North Carolina, other activities such as the pilot projects of the AMA's RCT proposal will be underway in selected areas of the nation. We believe that the dialogue in North Carolina should include evaluations of all avenues contributing to expanded health and nursing care.

PHYSICIAN EXTENDER

Opening in Western North Carolina for a Physician Extender, (Family Nurse Practitioner or Physician Assistant), with experience in ambulatory care settings to include adult and pediatric primary care, prenatal care, family planning and sexually transmitted disease. Requires graduation from an accredited school of nursing with certification from a Family Nurse Practitioner program, or certification from a Physician Assistant training program, with North Carolina certification. Salary range: $23,374 - $34,606. Customary starting range: $23,374 - $25,428. Please submit applications promptly. Contact: Janice Price, Personnel Assistant, Buncombe County Health Department, 35 Woodfin Street, Asheville, NC 28801. (704) 255-5671.

North Carolina Nurses Association

announces the

1989 Nurse of the Year Competition

in the following specialty practice categories:

Community Health Nursing

Gerontological Nursing

Maternal-Child Health Nursing

Medical-Surgical Nursing

Nurse Practitioners

Nursing Diagnosis

Psychiatric-Mental Health Nursing

Psychiatric-Mental Health Clinical Specialist

Nurse Educator of the Year

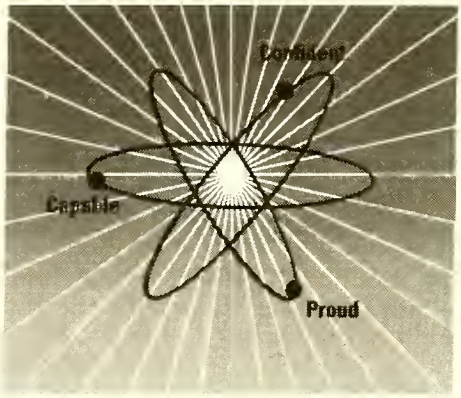
Nurse Researcher of the Year

March of Dimes Nurse of the Year

- Competition in these categories is designed to recognize nurses in North Carolina who demonstrate excellence in their nursing practice.
- Each recipient will receive a plaque and a check for $100.
- Candidate must be working in one of these specialty practice areas, be a member of NCNA, and have actively participated at the district or state level one year prior to nomination.
- Each Council or Cabinet participating in the Nurse of the Year Award Program will designate a selection committee. The awards will be given at the discretion of the selection committee only if nominee meets established criteria for excellence.
- Nomination forms are available at NCNA, PO Box 12025, Raleigh, NC 27605.
- Awards will be presented at the 1989 NCNA Convention, October 25-28, at the Sheraton Imperial, Durham, North Carolina.

Deadline for entry is August 1, 1989

NCNA Convention 1989



The Convention Planning Committee is well underway with plans for the 1989 NCNA Convention. It will be held at the Sheraton Imperial Center located on I-40 at Research Triangle Park beginning on October 25, 1989.

A special convention issue of the **Tar Heel Nurse** will be coming out in early July. It will contain a schedule of events including information on all continuing education programs, convenient times for the House of Delegates, resolutions and proposed Bylaws revisions, and pictures and biographical sketches of candidates for the Board of Directors.

The current issue of the **Tar Heel Nurse** has the announcements concerning the Nurse of the Year awards and the American Journal of Nursing writing awards. Please note that the Cabinet on Research and the Council on Nursing Diagnosis have been added to Nurse of the Year awards. Nomination forms will be sent to all Directors of Nursing in hospitals and long term care facilities, schools of nursing, and other state and county agencies.

The Nominating Committee has begun filling the slate for the Board of Directors, Nominating Committee, and ANA Delegates. The slate will be presented at the March Board of Directors meeting for review. This slate will be published in the special convention issue of the **Tar Heel Nurse**. Any member may self-declare once the slate is published. The declaration must be made 30 days prior to convention. It is hoped that information on any member who has self-declared can be incorporated in the September-October **Tar Heel Nurse.** Voting for candidates is tentatively scheduled for Thursday afternoon, October 26, and Friday morning, October 27. Absentee ballots can be obtained at NCNA after September 1, 1989. Full details on voting procedures will be available in the convention issue.

The Convention Planning Committee has energetically begun the task of preparing for the 1989 NCNA Convention. This years theme, **POWER IN NURSING, CREATED BY ISSUES, STRENGTHENED BY ACTIONS,** will include many exciting programs. Plan to attend the "talk show" on the nursing shortage. Be a witness to a panel discussion on **"WHERE HAVE ALL THE NURSES GONE? WHO WILL CARE?"** Broaden your knowledge and attend a forum on the issue of ENTRY. Become culturally enriched and experience American, Classical, Egyptian, European, Judaica, African, Oceanic and New World Art. Mark your calendars now. Join your comrades in nursing and attend the 1989 NCNA Convention, October 25-28.

American Journal of Nursing Company and NCNA 1989 Award for Excellence in Writing

Purpose: This award is intended to encourage members of NCNA to write for publication.

The Award: An award of $100 and a certificate suitable for framing will be presented to the winning author. Each state winner will then compete for a biennial national award, for which all state winners over a two-year period are eligible. The winning paper should be submitted to the Company at the time the winner's name is sent in. Judges will select the national winner, who will receive a plaque at the AJN Awards Banquet held at the following ANA Convention. The national winner will also receive round-trip transportation to the convention and one day's expenses.

The Rules: All active members of NCNA who hold membership during 1989 are eligible, except for employees of the American Journal of Nursing Company and the NCNA headquarters staff.

The writing submitted must be in prose, prepared for publication but unpublished, and not exceeding 3,000 words. It must be on a nursing topic, but it can be written for nurses, members of other healthcare disciplines, or for the general public. **Particularly, participants are encouraged to write articles or reports on nursing projects, innovations in nursing practice, and data collected to improve nursing care.** Entries are to be typed, double spaced, on one side of 8-1/2 x 11 white paper. Upon receipt of the entry at the state headquarters office, it becomes the property of the Nurses Association.

The Judges: Manuscripts shall be judged and the winning entry selected by a committee of members of the NCNA to be appointed by the president. One of the judges shall be the editor of the ***Tar Heel Nurse***.

Deadline: No entry forms or application blanks are necessary. Entries should be sent to: Award for Excellence in Writing, NCNA, P.O. Box 12025, Raleigh, NC 27605. Postmarks should be no later than July 1, 1989.

"High Touch" is the Focal Point of This Practice

The most striking thing about Gayle Stone's Health Systems office is the tranquility which seems to beckon and envelope you. Gayle exudes the same tranquility; a self-possession really. Diminutive only in physical size, she is dynamic when discussing her practice; and happy and content with both her personal and professional life. Gayle says that it is distressing to her when someone comments, "You worked so hard to become a nurse, why did you give it up?" She responds

"I feel that massage therapy is an expression of nursing in one of its most holistic forms. Physical wellness is an expression of our spiritual and emotional well being. I attempt to give my clients a sense that a high level of wellness in their lives is a result of their life choices. This observation is not offered in a punitive manner. I believe that our choices should not be judged by ourselves or others as 'right or wrong' which implies blame for 'bad' choices. Rather, we should be aware of the decisions we have made to date, observe their results, and base future decisions on whether those outcomes are what we desire. This allows us to change our pattern of living without blaming ourselves for past decisions."

Gayle describes herself as a late-comer to nursing. She received an ADN from Wake Technical College at age 32 after living what she describes as an alternative lifestyle during her 20's. She did construction work, waited tables, and worked as part of a team of volunteers with a brain-damaged infants. It was during this project that she came to the realization that nursing was the medium through which she could not utilize her innate abilities and fulfill her strong desire to make a difference in people's lives.

As a new graduate in 1981, Gayle worked on the pediatric unit at Wake Medical Center for one year. She became increasingly aware that touch was an important and therapeutic aspect of her nursing practice with infants and children who were preverbal. And it was during this period that she attended her first workshop on therapeutic touch. After this first year, she transferred to the neurological unit. Although this move was prompted more by the personal need for a work schedule that would allow her to spend more time with her two young children, it proved to be a move that would greatly affect her professional development and direction. Her experience and skills in the use of touch were an integral part of her practice and neuro patients, many of whom had head injuries and could not speak. Her neuro experiences led to another of her practice interests - the treatment of patients with pain, particularly those with chronic pain. In February, 1984, she enrolled in the massage practitioner program through the Community Holistic Health Center in Carrboro. (The program is now the Carolina School of Massage in Chapel Hill and is certified through the American Massage Therapy Association.) She admits that the idea of having her own business was always in the back of her mind. However, she tried many variations on this theme before opening her own private office in Raleigh in June, 1988.

Upon graduation from the massage program, she continued working the Baylor Plan at Wake Medical Center and sublet a small space from another massage therapist in order to see clients during the week. She soon relinquished her weekend nursing job in order to pursue massage full-time. She also continued to experiment with the 'perfect' fit in office arrangements and working style. During the years between graduation and opening her own private practice; she tried several alternatives which included renting space from a local health club, subletting a massage room at the local Newuomuscalet Center, shared an office condo with an insurance business, and worked in partnership with another massage therapist. This period of experimentation resulted in the distillation of her own practice style and philosophy. "I really love to come to work," she declares. "If I had some windows and could see outside, it would be perfect."

Gayle's services included 30- to 90-minute massage, stress management (visualization and medication), therapeutic touch, and one-day stress management and relaxation classes. One recent class was entitled "Peaceful Solutions," which is an apt summation of her general approach to her clients who range in age from 9 to 93. Regular clients include dancers, cyclists, corporate businessmen, and chronic pain sufferers. She has also had some cancer patients in intractable pain. Many clients come solely for the relaxing aspects of massage and seem to have forgotten how it feels to be totally relaxed. Some become so relaxed that occasionally they will be unable to drive home immediately after a session. She makes and receives referrals from some physicians and other therapists. Although most of her patients pay directly, some insurance companies do reimburse her for her services. Fourteen states license massage therapists. Currently North Carolina does not have licensure. Gayle feels that a law would offer greater protection to the public and would be supported by local therapists.

What does the future hold for this nurse who continues to evolve along with her practice? Gayle would like to see her practice grow into a 'healing center' campus in a peaceful, secluded part of the state which would offer workshops and retreats on healing. Perhaps this center would not be specific to the 'hands on' approach which she has chosen thus far. Her ultimate dream? "To be funded by NIMH for one year to study how physics, the healing arts, environmentalism, and the peace movement can come together to benefit all the people of the world."

The above article was written by Gale Johnston.

Quiet music, soft lighting and peaceful artwork all blend with soothing massage in Gayle's office.

North Carolina Nurses Association
PEER ASSISTANCE PROGRAM COMMITTEE
Presents
"Professional Impairment: Issues And Answers"

April 20, 1989
8:30 am-4:15 pm

Charter Northridge Hospital
400 Newton Road
Raleigh, North Carolina

OVERVIEW:
Professional nursing recognizes the problem of impairment of the nurse resulting from abuse of alcohol and /or drugs. This workshop is designed to assist participants in recognizing the problem of chemical dependency and in understanding options available for those who are impaired.

WHO SHOULD ATTEND:
Nurses, Nurse administrators and managers, Nurse educators, and Nursing students.

OBJECTIVES: Upon completion of the workshop, the participant will be able to
- Describe the concept of impairment due to chemical dependency
- State the scope of the problem, including risk factors
- Identify ethical and legal issues involved in nurse impairment
- Discuss options regarding treatment and re-entry
- Explain the NCNA Peer Assistance Program

Fee: NCNA member $35.00
Non-member $45.00
Nursing Student $20.00

Credit: NCNA is accredited as a provider of continuing education for nursing by the Eastern Regional Accrediting Committee of the American Nurses' Association. Participants will receive 7 contact hours for attending the entire program.

Make check payable to NCNA and mail to: NCNA, PO Box 12025, Raleigh, North Carolina 27605.

Registration Deadline: April 7, 1989

Cancellation Policy: NCNA reserves the right to cancel if attendance is inadequate to cover expenses associated with the workshop. No refund will be given for cancellations within 48 hours of the workshop.

REGISTRATION FOR PEER ASSISTANCE WORKSHOP

If you would like to attend this session, please complete this form and return to NCNA, PO box 12025, Raleigh, NC 27605 along with your check.

NAME_____

ADDRESS_____ STATE_____ZIP_____

PHONE NUMBER: WORK_____ HOME_____

NCNA MEMBER: YES____NO____

CARING BEGINS WITHIN
Become A PAP Volunteer

The Peer Assistance Committee is in the process of organizing a statewide network of teams to assist impaired nurses. Volunteers will serve as a contact person for these nurses within a planned locale. This would include providing information about the program, referral to available resources, acting as a liaison between your area and the PAP Committee, and providing appropriate support. All volunteers will be asked to participate in a one-day orientation workshop scheduled at intervals throughout the year. If you are interested in becoming involved, please contact NCNA Headquarters to obtain volunteer application material.

House News

Red Letter Day at NCNA

MARCH 1 IS RED LETTER DAY AT NCNA HEADQUARTERS. In fact, it has been declared **Hazel Moore** Day - and although it is not a holiday, it will certainly be a day of celebration. The staff is delighted with the choice of the Board of Directors. There is surely no one in the state who knows the inner workings of NCNA as Hazel does. Hazel, during her time away from NCNA, has remained supportive of the staff and the goals of NCNA. We welcome her and look forward to working with someone who is so committed to the Association.

During the past two months, we have been privileged to have **Marlene Howlett** serving as a consultant to the staff. She has worked with each staff member on their specific objectives for the coming year. She has met with the auditors and upon their recommendation has reviewed the bookkeeping system that has been developed for the Board of Nursing. She is in the process of setting up a chart of accounts with the Finance Committee that can be used when NCNA moves to a computerized bookkeeping system. **But most importantly, Marlene has been there with an extra pair of hands when we needed her.** She has worked with Pat Graham to complete the continuing education accreditation study for ANA, she was the principal speaker at two of the NURSING CARES forums and the moderator for a third, she has reviewed, in detail, the 1988 ledger sheets, and she has helped us move from "crisis management" to "organized management." (Or at least "somewhat organized management.")

On another front, **Frankie Miller**, and I have been to the Legislature approximately three days each week since the session opened. Frankie has been introducing me to old friends, and we have been making new friends. Our conversations have focused on the bills to deal with the nursing shortage coming from the Legislative Study Commission on Nursing. We have urged them to support these important pieces of legislation. We have told them about the thoroughness of the Commission and the countless hours spent listening to the concerns of nurses and their solutions to the nursing shortage.

It hardly seems possible that I have served as Acting Executive Director for almost ten months. I want to thank the Board for their support of the entire staff during this period of time. I am looking forward to returning to those activities for which I was hired. As I said at the beginning - **MARCH 1 IS A RED LETTER DAY FOR NCNA!**

Actions of the Board

December 16, 1988

Directed Jo Franklin to send a letter to the North Carolina Board of Nursing expressing NCNA Board's concern about not being included in the process of revising the current rules and regulations regarding nursing practice.

Accepted the recommendation from the Finance Committee to approve the 1989 budget which would include transfer of funds from the 1988 fiscal year to the 1989 fiscal year in order to balance the 1989 budget.

Approved the use of the appropriation of $30,000 from the General Fund of the State of North Carolina (secured by Representative Charles Cromer) to develop and implement a student nurse recruitment program which would include a video, brochure, and sponsorship of a fund raising concert for nursing scholarships.

Voted not to pursue the proposal to spend $30,000 to sponsor Health Week on WGHP-TV, Channel 8, in Greensboro.

Voted to contact the North Carolina Foundation for Nursing, Inc. to determine their interest in being the holder of a grant on nursing's image and education of the public regarding nursing as a career.

Did not approve a motion to challenge districts to earmark monies from one 1989 fund raising project to help fund Steering Committee/Task Force activities.

Deferred action on a motion to the February 16, 1989 Board meeting to direct the NCNA Board of Directors to insure that appropriate legislative groundwork be laid with the 1989 General Assembly before introducing legislation concerning entry into practice.

By consensus, asked the **Tar Heel Nurse** Editorial Advisory Committee to continue its function and expressed appreciation for the work done to date.

Voted that all faculty in proposed rules and regulations for Nurse Aide II educational/training programs have a minimum of a BSN.

Approved a 20% handling fee for applicants of continuing education programs who subsequently withdraw their application.

Approved development of a new NCNA membership level for nursing student graduates within their first year post-graduation.

Approved appointment of Gerry Kendall to the Cabinet on Marketing.

January 20, 1989

Voted to ask the Cabinet on Education to investigate contracting the services of outside consultants/companies in developing NCNA sponsored continuing education programs.

Voted to accept the proposal from McNeill Financial Group for disability insurance for members of NCNA.

Voted to become a member of the Women's Legislative Agenda.

Voted to investigate the possibility of NCNA membership in the North Carolina Women's Forum.

Approved appointment of Margaret Pastore to the Cabinet on Professional and Economic Development.

Approved promoting the Great 100, an awards dinner sponsored by a coalition of nursing organizations, by donating a full page of the **Tar Heel Nurse** to feature the event and provide a nomination form for prospective award winners.

Referred a request to support licensure of dieticians to the Cabinet of Government and Health Policy asking that they develop a rationale for NCNA is use when asked to endorse the licensure of other health occupations.

CCRN Review Course Offered

A three-day "CCRN Review Course" is scheduled for April 19 & 26 and May 3, 1989, at Duke University Medical Center in Durham. Sponsored by the Division of Nursing Education and Development at Duke, the course will help those interested in preparing for the CCRN exam given in July, 1989. For additional information, contact Debra Carter, Staff Assistant, Nursing Ed. and Development, at (919) 684-4293.

Buy Nurses Cards Today

NLRB Recognizes Multiple Collective Bargaining Units

On September 1, 1988, the National Labor Relations Board published a second notice of proposed rule making to provide for appropriate bargaining units for various types of facilities in the health care industry. The NLRB determined that a rule making to establish bargaining units will be more effective, as set out by the National Labor Relations Act, than lengthy and costly litigation for each case.

The NLRB rejected industry arguments against the rule making in its decision to determine bargaining units by rule making. The Board stated its intent to avoid undue proliferation of bargaining units as outlines in the 1974 Health Care Amendments to assure stable industrial peace and the smooth delivery of services to the public.

The NLRB rejected limiting appropriate units to two - all professional and all nonprofessional employees - because it was not supported by the legislative history and the organizing history in hospitals. The Board stated that the record shows that multiple units do not undermine functional integration of work; do not result in strikes, jurisdictional disputes, or wage whip-sawing; and do not substantially increase industry costs.

The NLRB determined that registered nurses appropriately constitute a separate bargaining unit. The Board stated that registered nurses have for many years exhibited a strong desire for separate representation. The Board recognized that there are a number of issues of unique concern to nurses such as scheduling issues and continuing education. The Board decided not to differentiate between hospitals which have more than 100 beds and those having fewer.

The NLRB found the following as appropriate for collective bargaining units:

1)all registered nurses
2)all physicians
3)all professionals, except for registered nurses and physicians
4)all technical employees
5)all skilled maintenance employees
6)all business office clerical employees
7)all guards
8)all nonprofessional employees, except those listed above

Special Note: *The Board found that although licensed practical nurses do work in patient care areas and provide direct patient care, they placed them in the technical employees in light of their skill level and licensure requirement.*

The NLRB excluded nursing homes from this rule.

The proposed rules received strong support from health care unions, but met with strong opposition from the American Hospital Association. They challenged the authority of the NLRB to issue bargaining unit rules. They called upon the NLRB to presume that "multidisciplinary units" (such as all professional or all non-professional employees) would be appropriate unless a petitioner could show:

1)a multi-disciplinary unit does not or will not reasonably represent its members and

2)a different unit determination is consistent with or outweighs the strong public interests protected by non-proliferation of bargain units.

The final NLRB rule on health care bargaining units was expected to be issued in January. There is some speculation that the NLRB might delay final publication until two appointments to the Board are confirmed by the Senate.

Apparently because of these proposed rule changes by the NLRB there is increased interest in organizing nurses for collective bargaining purposes. SNA's (both those with and without collective bargaining programs) report a growing interest among nurses. Media coverage, press reports, analysis and interviews also confirm that individual hospitals, state and national hospital associations, and the national union affiliated with the AFL-CIO are preparing for widespread and intensive organizing across the health care industry. For example, the AFL-CIO has developed a coordinated "Southern Strategy."

N.C. Foundation for Nursing, Inc.

The **N.C. Foundation for Nursing, Inc.** is off and running -- and the first donation it received was the $700 proceeds of the "'88 Sunset Strut," a 5 kilometer road race and walk dedicated to the nursing profession and sponsored by the Surgical Center of Greensboro.

The race, which was conducted by the Greensboro running club, attracted over 600 runners and walkers. A special awards category honored the first three nurses to finish. The "Sunset Strut" will be held annually over Labor Day weekend and will continue to benefit the N.C. Nursing Foundation.

The Foundation is a recently incorporated organization that is working to provide funding for nursing recruitment and scholarships and to promote nursing education. In addition to receiving donations, the Foundation will be active in fund raising to meet its goals.

The interim President of the Board of Trustees of the Foundation is **Hettie Garland**, Nursing Director of Mountain AHEC in Asheville. **Dr. Ruby Wilson** of Duke University is vice-president. Other members of the Board of Trustees are **Dr. Eloise Lewis**, former dean at the UNC-Greensboro School of Nursing; **Faye Pickard**, associate professor of nursing at the UNC-Chapel Hill School of Nursing; **Mary Edith Rogers**, former health director of Gaston County Department of Health; **Audrey Booth**, former associate dean at the UNC-Chapel Hill School of Nursing; **Joyce Monk**, nursing information systems coordinator at Wilson Memorial Hospital; **Sandra Randleman**, immediate past president of NCNA District 3; **Eunice Paul**, registered nurse from Charlotte with a background in nursing administration, home health and healthcare marketing.

ANA Call for Proposals

The ANA Convention Education Program Committee is issuing a call for Proposals for the 1990 convention to be held June 15-20, 1990 in Boston. The committee is committed to having a balanced education program that is sensitive and responsive to the Association's very diverse nursing population.

Those eligible to submit proposals include ANA organizational units, affiliate organizations, special projects and staff management units, state nurses associations, national nursing and health-related organizations, federal nursing services and nursing represented in other local, state, and federal government agencies and organizations, and individual nurses having expertise in relation to cutting-edge issues affecting nursing. About 25 proposal will be selected.

"Nurses United in Caring" is the theme for the 1990 ANA Biennial Convention. The program purpose is to demonstrate the growing unity within nursing based on both a tradition and a commitment to caring. The three major goals are:

1)To foster the use of unity to improve the practice environment and quality of care. **(domain: unity and caring in the work environment)**

2)To enhance nurses' professional, personal, and political strengths in the determination of health care policy. **(domain: caring for patients, nurses, and nursing)**

3) To emphasize caring as an essential component of health for all people. **(domain: uniting for power, politics, and the profession)**

The following are some examples of cutting-edge issues and threads that relate to and cut across the program domains, and have been identified as among priority concerns to staff nurses, educators, managers, and executives.

Women's Issues

Women's health

Women's legal rights

Effect of traditional perception of "women's work" on primarily female professions

How women treat women in the work place as compared to how they treat men

Care and Care-giving

Models related to patient/family participation in care and patient/family evaluation of care

Delivery of nursing services to vulnerable populations such as the elderly, homeless, abused

Ethics

Healthcare with DRGs, a growing population of elderly, and the refusal of third party payors to pay for research treatments

Conflicts related to legal definitions of death and organ harvesting and transplantations

Research

Implications of the nursing profession's agenda in determining and implementing its research agenda

Funding sources and eligibility

Participation in and use by nurses in clinical practice

Image

Working with the media to project a more positive image of nursing

Relationship of nursing's image to recruitment and retention, e.g., nursing shortage and strategizing for the future

Relevance to achieving the profession's agenda

Cultural Diversity

Effect of ethnic origins on the meanings and approaches to health issues and their implications for nursing research

Preparing for a career in international nursing

Up to three presenters will be funded for each program session. This funding includes round trip airfare, one night's lodging, and two day's per diem (at $30.00 per day). The registration fee will be waived for each speaker and moderator for each day of presentation. **PROPOSALS MUST BE RECEIVED BY ANA BY MARCH 31, 1989.**

Call NCNA Headquarters (919-821-4250) for packet regarding submission of proposals.

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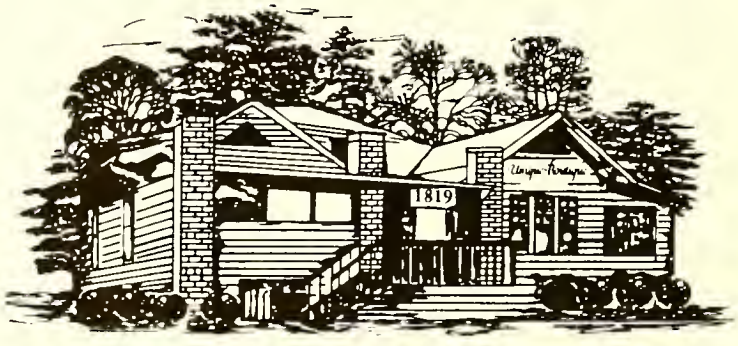

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Continuing Education

Continuing Education Provider Approvals

1988

North Carolina Nurses Association

Agency	Approval Period
Rex Hospital, Raleigh	1/15/88 - 1/15/90
Randolph Hospital, Inc.	1/31/88 - 1/31/90
HCA Raleigh Community Hospital, Raleigh	2/26/88 - 2/26/90
Salisbury VA Medical Center	5/02/88 - 5/02/90
Greensboro AHEC	5/02/88 - 5/02/90
Office of Nursing, Division of Health Services, Raleigh	5/05/88 - 5/05/90
Northwest AHEC, Winston-Salem	7/14/88 - 7/14/90
Fayetteville AHEC	7/29/88 - 7/29/90
Wesley Long Hospital, Greensboro	8/04/88 - 8/04/90
Presbyterian Hospital, Charlotte	8/20/88 - 8/20/90
N.C. Association for Home Care, Raleigh	10/13/88 - 10/13/90
VA Medical Center, Asheville	11/16/88 - 11/16/90
N.C. Baptist Hospital, Winston-Salem	1/06/89 - 1/06/91
Durham County General Hospital, Durham	1/10/89 - 1/10/91
Pitt County Memorial Hospital, Greenville	1/12/89 - 1/12/91

Continuing Education Offerings approved by

North Carolina Nurses Association

11/09/88	7.5	"Update of Medical-Legal Aspects of Long Term Care," Winston-Salem (6034)
11/29/88	6.0	"Mental Status Examination," Ten Broeck Hospital, Hickory (6033)
12/07/88	3.0	"Medical Management of TB," Forsyth County Health Department, Winston-Salem (6037)
12/08/88	1.2	"Hemodynamic Monitoring," Memorial Mission Hospital, Asheville (6041)
1/03/89	19.8	"EKG Interpretation in Critical Care," High Point Regional Hospital, High Point (6038)
1/05/89	15.0	"Renal Module: Critical Care Course," Nash General Hospital, Rocky Mount (6048)
1/12/89	6.9	"Diabetes Core," Charlotte Memorial Hospital, Charlotte (6045)
1/13/89	4.3	"Criminal Elements of Child Abuse," E. Newton Smith Public Health Center, Fayetteville (6044)
1/16/89	351	"Neonatal Nurse Practitioner Program," Pitt County Memorial Hospital, Greenville (6050)
1/19/89	29.1	"Medical-Surgical Emergencies," Nash General Hospital, Rocky Mount (6056)
1/21/89		"Critical Care Update," Cleveland Memorial Hospital, Shelby (6046)
1/23/89	147.3	"Maternal Child Health Training Program," MCH Training Program, Greensboro (6053)
1/24/89	2.9	"Organ and Tissue Donation Workshop," Wilson Memorial Hospital, Wilson (6057)
1/26/89	23.5	"Patient Support Services Care," Pitt County Memorial Hospital, Greenville (6052)
1/26/89	8.7	"Unisys Users Meeting," (6054)
1/26/89	1.2	"Plastic Surgery Update," Memorial Mission Hospital, Asheville (6055)
1/31/89	7.2	"The Charge Nurse," Wilson Memorial Hospital, Wilson (6058)
1/89	13.5	"Basic EKG/Defibrillation," Catawba Memorial Hospital (6051)
2/04/89	4.5	"Heart Healthy Eating," Nash General Hospital, Rocky Mount (6059)
2/14/89	6.3	"OB Emergencies," Nash General Hospital, Rocky Mount (6060)

Senior Citizen's Gather

Plans are underway for Senior Spirit '89 which will be held Tuesday, April 11 from 10:00 a.m. to 5:00 p.m. at the Legislative Building in Raleigh. NCNA is one of the sponsors of this special day. Over 1,000 senior citizens are expected to participate.

Lt. Governor, James Gardner, and Henson Barnes will address the group in the morning. They will also hear from the chairs of the House and Senate Human Resources Committees. They will attend a special reception at the Governor's mansion from 3:00 p.m. to 5:00 p.m.

Honorary co-chairs of Senior Spirit '89 are Representative Jo Graham Foster, Representative Betty Wiser, and Senator Joe Raynor. Jo Franklin, President of NCNA, is serving as a judge for the Awards Committee.

On Nurses Day

Thanks for Caring

Governor's Task Force on the Nursing Shortage

Governor Jim Martin has put together an Implementation Team for the recommendations that were made by the Governor's Task Force on the Nursing Shortage. Team members are:

Bruce Harrington, Budget Administrator
Office of State Budget
Lee Monroe, Senior Education Advisor
Governor's Office
Wilma Sherrill, Director
Personnel Appointments, Boards and Commissions
Governor's Office
Joseph Webb, Assistant State Superintendent for Instruction
Department of Public Instruction
Roger Worthington, Director of Program Development Services
Department of Community Colleges
Don Cummings, Director
Division of Personnel Management Services
Department of Human Resources
Jo Franklin, President
North Carolina Nurses Association

The Implementation Team met for the first time on February 9, 1989. Regina Young, Policy Analyst, for the North Carolina Office of Policy and Planning, had made a comparison of the recommendations from the Governor's Task Force and the Legislative Study Commission on Nursing. Team members reviewed the proposals of the Study Commission and agreed by consensus that since the recommendations were so similar that it would be unnecessary to prepare a second set of bills on the nursing shortage. The Implementation Team will meet again at the end of the month to review the actual proposed legislation.

Buy Nurses Cards Today

ITS TIME TO CELEBRATE NATIONAL NURSES DAY

May 6 has been designated as National Nurses Day. This years theme, "Nurses Change Lives," will focus on the critical role nurses play in the health care delivery system. ANA is promoting a "Search for Excellence" campaign to recruit members and build public awareness. The search will be for the individual who has most significantly changed lives in their state. ANA will dedicate the May issue of **The American Nurse** to promote National Nurses Day with the recognition of the fifty-three nurses selected on the state level. Nominations for this search for excellence can be made by completing the Nomination Form available in this **THN**. Nominations must be submitted to NCNA Headquarters by **March 1, 1989**.

In celebration of Nurses Day, NCNA is once again sponsoring the sale of Nurses Day Cards. These cards will be made available to members through the District Associations, and/or by purchase at NCNA Headquarters. Distribution will also include hospitals throughout the state and other SNAs. Plan now to say "thank's for caring"to a special nurse you know.

About People

Newsbriefs

The **Kate B. Reynolds Health Care Trust** has awarded a $262,681 grant to the **University of North Carolina at Chapel Hill School of Nursing** to provide a continuing education program for home care and hospice care professionals. The 3-year program is designed to prepare registered nurses and other staff professionals to give expert nursing care to adult patients, especially older adults and their families who are experiencing difficulties with chronic illness or who are terminally ill.

The American Journal of Nursing Company is introducing **AJN Patient Information Sheets**, teaching aids for nurses to use in patient education. The AJN sheets cover 56 different topics, each on a single page; the information is designed to help patients understand their problem, comply with treatment, and participate in care. For more information, call the AJN Company toll free at 1-800-223-2282.

The **N.C. Board of Nursing** in December adopted new rules to govern registration of nurse's aides. The board made several revisions to the proposed rule after testimony from hospitals and nurses at the December 1 public hearing. The new rules take effect January 1, 1989. (From NCHA's *NewsLine*, December 16, 1988)

The **American Nurses' Association** announced October 26 that its professional liability insurance program has lowered rates for nurses in several areas of practice. Details on the plan and applications can be obtained by calling (800)821-5834 from 8:30 a.m. - 4:30 p.m. Central Time, weekdays.

The inaugural class of the **Medical College of Virginia/ Virginia Commonwealth University's Executive Program in Health Administration** began classes in late June. The program leads to award of an M.S. degree and is designed for health care professionals who cannot cease their employment and return to school on a full-time basis. As students are required to attend only five on-campus sessions (ranging from 5 to 12 days each) during the 2-year course of study, they can reside anywhere in the United States. Additional information and application materials can be obtained by calling Dennis D. Pointer, Ph.D., or Lynn Conville at (804) 786-0719 or by writing to the Executive Program, Box 203 MCV Station, Richmond, VA 23298.

The **American Nurses' Association** put its new retirement program into effect on October 1. The plans will provide a desperately needed "portability" option for nurses, the ANA says. The program is provided by Mutual of America and offers three savings plans for nurses who hold membership in state nurses associations: Flexible Premium Annuity, Tax Deferred Annuity, and Individual Retirement Annuity. Details on the plans and application forms are available by calling 1-800-821-5834 during work hours.

The **American Journal of Nursing Company** announces the availability of three new 28-minute videos: **Resolving Nurse/Physician Conflicts**, **Nursing Care of the Immunocompromised Patient**, and **Chronic Cancer Pain**. For more information, call the AJN Co. toll free at 1-800-223-2282.

The Board of Trustees at **Margaret R. Pardee Memorial Hospital** in Hendersonville plans to ask the state to increase financial support of health service programs in state community colleges. According to newspaper reports, the state allocates funds based on a 22 to 1 student/teacher ratio. The N.C. Board of Nursing, however, requires that state nursing programs have a 10 to 1 student/teacher ratio. Pardee has helped subsidize the program in the past. (From NCHA's *Newsline*, December 9, 1988)

In Fall 1989, the **March of Dimes Birth Defects Foundation** will be offering preceptorships on the **Prevention of Battering During Pregnancy**. The preceptorships are three days in length and open to nurses, physicians, social workers, and certified nurse midwives who work with pregnant women. Materials (audiovisual and written) that outline the problem of battering during pregnancy and techniques for assessment are also available. Information on the preceptorships and a brochure describing the materials are available from: Professional Services Department, March of Dimes Birth Defects Foundation, 1275 Mamaroneck Avenue, White Plains, NY 10605.

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This unique policy for SNA members offers the most complete coverage available. It's a partnership among ANA, your SNA, Maginnis and Associates, Transamerica Insurance Company, and *you*.

For an application, call 800/821-5834 (in Missouri call 816/474-5720) 8:30 a.m.-4:30 p.m. weekdays, central time. Or write Marketing Services, American Nurses' Association, 2420 Pershing Road, Kansas City, MO 64108.

It's time to protect *your* future.

This program is available in all states, but is not endorsed by the Iowa, New York, or Washington State Nurses Associations. Self-employed nurses call 800/621-3008 for a special application.

SN

About People

The American Nurses' Association Board of Directors has appointed **Jo Franklin** to serve as a member of the ANA Reference Committee; her term of appointment will be until June 1990.

The following nurses have been elected to the North Carolina Board of Nursing: LPN -- **Betty Sue E. Self, Geraldine F. Lunsford**; RN -- **Jo Ann Dalton**, Nurse Educator, and **Annie L. Hayes**, Community Nurse.

A book edited by **Dr. Linda C. Hodges** of the University of North Carolina at Greensboro and three co-editors has received a Book of the Year Award from the **American Journal of Nursing**. *AAUN's Neuroscience Nursing: Phenomena and Practice*, a 539-page textbook released by Appleton and Lange Publishers, was one of five books to receive the honor in the category of medical-surgical nursing from the journal, which published the awards in its December issue.

NURSES
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ANA Advisory

Plan Now For Retirement Income!

A nurse who recently retired after 30 years of service told ANA that the benefits from her pension plan will come to $300 a month. Have you ever wondered what *your* retirement benefits will amount to? If not, it's time to start asking some specific questions. How do you want to live after retirement? What will it take to support that lifestyle? Can you do it based on your current plans?

Planning is the key to a successful retirement. There are three parts to a successful retirement plan — your pension plan, social security and supplemental savings. Think of these as the legs of a three-legged stool — all are vital and none can stand alone.

First, your pension plan. To be fully vested, most plans require from five to seven years of continuous service with the same employer. If you're like 55% of nurses, you've been with your current employer less than five years. Will you qualify to receive anything? How much?

Secondly, think about social security — how much are you depending on it? If the social security program is not in existence when you retire, will your pension plan and savings fill the gap?

The third, and most important, part is *supplemental retirement savings*. You have complete control over your savings, and that can make the difference in retiring the way you want. But it isn't enough just to save — it's important to save the right way. To make the most of your savings, it's essential to find plans that allow for tax deductibility.

The American Nurses' Association has researched a variety of alternatives to assist nurses with their retirement needs. The organization concluded that federal laws and regulations governing pension programs make it impossible to create a national portable pension program. Research concluded that the key to a secure financial future for nurses is an effective retirement savings plan.

To respond to this need, the American Nurses' Association, its state nurses associations, and Mutual of America are offering nurses three sound supplemental retirement savings plans:

FPA — Flexible Premium Annuity — individual contract creating a fund to which a nurse contributes as convenient. Taxes on investment income are deferred until the nurse begins to draw out savings. Any state nurses association (SNA) member is eligible and may continue to contribute regardless of where employed.

TDA — Tax Deferred Annuity — retirement savings plan enabling nurses to reduce their taxable income. Any SNA member working for a not-for-profit employer 501 (C) (3) is eligible. The employer deducts the amount the nurse chooses and remits it to Mutual of America. There is no cost to the employer.

IRA — Individual Retirement Annuity — individual contract available to SNA members meeting federal income guidelines. Participants may deduct some or all of their contributions from their gross income before paying taxes.

For more information about supplemental retirement savings plans, contact ANA and ask for a prospectus. Call toll-free 800/821-5834 (in Missouri, call 816/474-5720) 8:30 a.m.-4:30 p.m. Central time, weekdays. Or write to American Nurses' Association, Marketing Services, 2420 Pershing Road, Kansas City, Missouri 64108.

POWER IN NURSING

Conferences

In State

The UNC-Chapel Hill School of Nursing will offer **Adult Physical Assessment**, a workshop focusing on the assessment phase of the nursing process, on **March 2, 9, 16, 23, 30,** and **April 6** (Fee $200). For information, contact (919)966-3638.

Wake AHEC, Wake Medical Center will offer **Physical Assessment for Registered Nurses** on **March 14 and 21, 1989** in Raleigh. Fee for the course is $60; 1.4 CEUs will be awarded by Wake Technical College. Preregister by February 28. For information, contact Emily Newkirk at (919)755-8136.

The UNC-Chapel Hill School of Nursing will offer **AFP Screening: Principles and Practice**, a workshop to help nurses develop a working knowledge of the maternal serum alpha-fetoprotein (AFP) process for obstetrical patients, on **March 15** (Fee $35). For more information, call (919)966-3638.

Hospice of North Carolina, Inc. will host a full-day seminar, **Sharing the World of Hospice**, on **March 18, 1989** in Chapel Hill. Principal speakers will be three of Britain's leading hospice experts. For further information, contact Hospice Education Institute, Five Essex Square, Suite 3B, P.O. Box 713, Essex, Connecticut 06426-0713, 1-(800)-544-2213.

Clemson University will hold its 21st Conference on **Professional Development for Women** on **March 23, 1989** in Greensboro. For more information, call Kay James at (803) 656-2200 or write Clemson University, Office of Professional Development, P.O. Drawer 912, Clemson, SC 29633.

The N.C. Chapter of the National Committee for Prevention of Child Abuse will present **Positive Parenting--Celebrating a Decade of Progress** on **March 29-31, 1989** in Research Triangle Park. The conference is co-sponsored by the Office of Child Abuse Prevention, Department of Public Instruction and is presented in cooperation with the Wake Area Health Education Center. For more information, call (919)779-7515.

Elder Mistreatment: Advances Through Nursing Leadership is the topic of a conference presented by the UNC-Chapel Hill School of Nursing on **April 21-22** in Chapel Hill. For more information, contact Laurie Ferris, director of continuing education, at (919)966-3638.

A statewide forum, **The Future of Public Health**, will examine the implications of the Institute of Medicine's (IOM) report on public health. Programs will be presented **May 11** in Asheville, **May 18** in Winston-Salem, **June 8** in Greenville, and **June 15** in Fayetteville. Among the participants will be Hugh Tilson, former N.C. state health director; Dr. Sarah Morrow, former secretary of the N.C. Department of Human Resources; Dr. Ronald H. Levine, current state health director; and Dr. Michel A. Ibrahim, dean of the UNC School of Public Health. For more information, contact Brenda Mauer, Registrar, Office of Continuing Education, UNC School of Public Health, CB #8165, Miller Hall, Chapel Hill, NC 27599-8165 (919)966-4032.

The UNC-Chapel Hill School of Nursing will offer a course, **Preparation for the NCLEX-RN,** on **May 22-26** to help graduating seniors in nursing programs prepare for the state licensing board examination. (Fee: $85 for UNC students; $100 for students from other schools) For more information, call (919) 966-3638.

The UNC-Chapel Hill School of Nursing will present a conference on **The Impaired Health Professional** on **September 7-8** in Research Triangle Park. For more information, call (919) 966-3638.

Regional

The University of North Carolina will hold its 9th Annual **Occupational Safety and Health Winter Institute** on **February 27-March 3, 1989** in Daytona Beach, Florida. For more information, contact the Occupational Safety and Health Educational Resource Center, University of North Carolina, 109 Conner Dr., Suite 1101, CB# 8150, Chapel Hill, NC 27514, (919)962-2101.

The second annual conference on **Meeting the Mental Health Needs of the Elderly** will be held **March 2-3, 1989** in Baltimore, Maryland. For additional information, contact The Health and Education Council, Inc., 7201 Rossville Boulevard, Baltimore, Maryland 21237, (301)686-3610.

The National Employment Law Institute presents **Drug Testing 1989: Complying with the New Workplace Rules** on **March 6, 1989** in Washington, D.C. For more information, contact the National Employment Law Institute, 444 Magnolia Avenue, Suite 200, Larkspur, CA 94939.

The American Geriatric Society will present **Clinical Management of the Elderly Patient**, the 7th annual national symposium on geriatric medicine for the practicing physician and other health professionals, on **March 9-11, 1989** in Lake Buena Vista, Florida. For additional information, contact the Health and Education Council, Inc., 7201 Rossville Boulevard, Baltimore, MD 21237, (301) 686-3610.

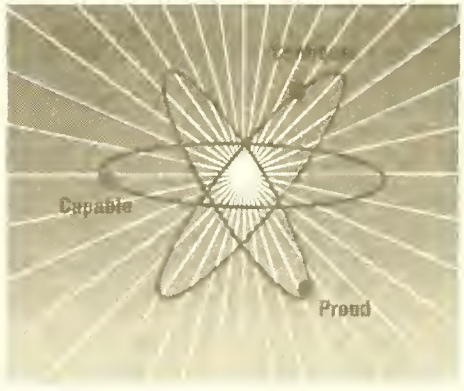
The Emory University School of Nursing Center for Continuing Education will present the Seventh National Impaired Nurse Symposium and Research Conference, **Issues of Relapse - Providing Hope**, on **March 12-15, 1989** in Atlanta, Georgia. For more information, contact Kristi or Lee at (404)727-7961/4259.

Perinatal Nursing '89: An Update, Changes and Challenges will be held on **March 16-17, 1989** in Baltimore Maryland. Preconference seminars on neonatal assessment and prevention of battering during pregnancy will be held on March 15. For more information, contact The Health and Education Council, Inc. at (301)686-3610.

A national conference, **The Alzheimer's Patient and Nursing Home Care: A Working Agenda for Research and Policy**, will be presented by the Hillhaven Foundation on **May 3-6, 1989** in Orlando, Florida. For more information, contact Dr. Nancy E. Hinkley at (206) 572-4901 or write the Hillhaven Foundation at 1148 Broadway Plaza, C.S. 2264, Tacoma, Washington, 98401-2264.

The Intravenous Nurses Society will hold its annual meeting and industrial exhibition, **PR: Public Relations-Professional Responsibility**, on **May 6-11, 1989** in Miami Beach Florida. For more information, contact the Intravenous Nurses Society, INS Convention Dept., Two Brighton St., Belmont, MA 02178 or call (617)489-5205.

The 7th Annual Conference on Prescription Medicine Information & Education, **New Frontiers in Patient Education**, will be held on **May 7-9, 1989** in Washington, D.C. For more information call the National Council on Patient Information and Education at (202)347-6711.



Conferences

National

Facing the Challenge of Perinatal Nursing in the 1990s, the Fourteenth Annual March of Dimes Perinatal Nurisng Conference, will be held **March 9-10, 1989** at the Fairmont Hotel in Chicago. For more information, contact Pamela Ippoliti, Conference Coordinator, March of Dimes, One North Dearborn, #1008, Chicago, IL 60602, (312)407-4007.

The Meaning of Health in the Context of Nursing Science will be the theme of Discovery International's Biennial Nurse Theorist Conference on **May 11-12, 1989** in Pittsburgh, Pennsylvania. For more information, contact Discovery International, Inc., P.O. Box 633, Pittsburgh, PA 15230, (412)391-8471.

The 1989 **Western Network Institute for Nurse Executives**, a campus-based retreat offering new perspectives for nursing leaders, will be held **June 18-24, 1989** at the University of California-Berkeley. For more information, contact The Western Network for Education in Health Administration, 2131 University Avenue, suite 428, Berkeley, CA 94704, (415)642-0790.

The 14th National Primary Care Symposium: Nurse Practitioners Creating New Horizons for the 1990s will be held **August 11-14, 1989** in Breckenridge, Colorado. For more information, contact Marion Rex, Meeting Manager, University of Colorado School of Nursing, 4200 East 9th Ave., Box C288, Denver, CO 80262; (303)270-8691.

International

The 19th Quadrennial **Congress of the International Council of Nurses** will be held **May 28-June 2, 1989** in Seoul, South Korea. The Congress is organized by the ICN and the Korean Nurses' Association; official travel programs are sponsored by the American Nurses' Association. For more information, contact ITS at (312)940-2111 or write ITS, 104 Wilmot, P.O. Box 825, Deerfield, IL 60015.

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Call for Abstracts

The **Public Health Nursing Section** of the American Public Health Association invites abstracts for its scientific sessions on the **APHA's annual meeting** theme -- **Closing the Gap - Ethics and Equity in Public Health** - and non-theme related subjects. (The meeting will be held October 22-26, 1989 in Chicago, Illinois.) Other topics include: PHN service/education collaboration for research; AIDS: PHN leadership roles/program evaluation; PHN specialty roles: e.g. school, occupational, rural, international health, etc.; nursing shortage and PHN; QA models; health promotion interventions (all ages); political activism; computer information systems in education/practice; articulation of home health/PHN care; substance abuse; methodological issues: qualitative and quantitative; theoretical bases for practice; violence and abuse; public policy issues; minority groups: intervention programs; working with limited resources in PHN; curriculum in PHN; CBA in PHN; historical perspectives. Abstract submission forms and further information may be obtained in the Association's *American Journal of Public Health*, February issue, or by writing to Bonnie Rogers, RN, C, DrPH, COHN, Assistant Professor of Nursing and Public Health, Director, Occupational Health Nursing Program, School of Public Health, 302 Rosenau Hall, CB #7400, Chapel Hill, N.C. 27599-7400. **Abstract deadline is March 10, 1989.**

The 1989 Mid-Annual Meeting of the **American Association of Neuroscience Nurses** (AANN) will be held in the Chicago area September 21-23. Interested nurses, physicians, and other health care professionals are invited to submit abstracts for review and possible presentation at the meeting. Submissions should apply to the meeting theme, **assessment of neuroscience patients**. Advanced level presentations are desired. Applications to present must be postmarked by **April 20, 1989**. Application forms may be obtained by writing or calling: AANN, 218 N. Jefferson, Suite 204, Chicago, IL 60606 (312)993-0043.

All nurses are invited to submit abstracts for the Ninth Annual Research Conference of the **Southern Council on Collegiate Education for Nursing**. The conference theme is **Nursing Care for Vulnerable Populations.** The conference will be held on November 28-30, 1989 in Lexington, Kentucky. To be considered for this conference, papers must be submitted by **May 1, 1989**. For more information, write SCCEN Research Conference, Southern Council on Collegiate Education for Nursing, 592 Tenth Street N.W., Atlanta, GA 30318-5790 or call (404)875-9211.

The Alberta Hospital Association is calling for abstracts for **Quality of Nursing Life: Partners in Innovation**, to February 9, 1990 in Calgary, Alberta. "Share with your colleagues from across North America Practical ideas you have used that work! We are looking for new ways of working together for the mutual benefit of nurses and nursing assistants, and the recipients of their care and skills.

Submissions need not be research-oriented papers. Abstracts must be received by **May 1, 1989**. Write to Education Services, Alberta Hospital Association, 10009 - 108 Street, Edmonton, Alberta, Canada T5J 3C5 or telephone (403)423-1776, Extention 408, to request a detailed "Call for Presentation" package.

The **American Nurses' Foundation** has announced a call for proposals for its **1989 Competitive Extramural Grants Program**. The program supports research conducted by beginning nurse researchers and experienced nurse researchers entering new fields of study. An estimated 25-30 of the one-year grants will be awarded for a maximum of $2,700 each. Deadline for application is **June 1, 1989.** For more information, call the ANF at (816)474-5270, ext. 383.

The **American Nurses' Foundation** is seeking proposals for consideration of a $6,000 grant being co-sponsored by ANF and **Sigma Theta Tau International**. The grant is restricted to clinical nursing research and applicants must be master's-prepared registered nurses. The deadline for submitting applications is **June 1, 1989.** For more information, call the ANF at (816) 474-5270, ext. 383.

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Simulation Helps Nursing Students Prepare to Care for Elderly

CHAPEL HILL -- Gray-haired Pat Moore struggled to open the heavy door of an office supply shop, at the same time balancing herself with a cane. Once inside, she forgot the brand name of the typewriter ribbon she needed; and the clerk was impatient and made rude remarks as she struggled to read the brands, make her selection, and open her coin purse.

In reality, Moore is not an elderly woman; she masqueraded as one to test people's reactions to older adults for her 1985 book *Disguised.* When she went to the same supply store the next day as herself, the clerk opened the door for her and offered to help her select a ribbon.

The clerk demonstrated a fact of American life that many people don't like to face: attitudes about the elderly aren't what we think, or like to think. Surprisingly, this is true even among those most often called upon to deal with them -- health professionals.

"Very few health professionals want to work with the elderly," says Eleanor M. Browning, associate professor of nursing at the University of North Carolina at Chapel Hill School of Nursing. "Perhaps one way of increasing that number is to provide them with positive experiences about old age while they are in school."

To give nurses a better understanding of what it's like to be elderly -- to have poor vision, hearing loss or limited mobility -- Browning has developed a program simulating old age for her beginning nursing students. This is the second year she has used the program as part of her course.

The students struggle to perform everyday tasks such as taking medicine or eating a meal while wearing specially designed splints and restraints to simulate arthritis and other conditions, glasses smeared with Vaseline and painted white or color tinted in places to simulate tunnel vision or cataracts, and rubber gloves to decrease sensation.

Browning designed much of the simulation apparatus herself with a $2,000 grant from the John T. Lupton Fund in cooperation with the brace shop in N.C. Memorial Hospital.

"It's useful for students to have some feel for what it's like to be elderly so they will become more empathetic with their patients," Browning says. "This program teaches them what a difference a little extra time and patience can make to the elderly."

Projected increases in the numbers of elderly in North Carolina and elsewhere mean that those who practice nursing will be spending more and more of their time caring for the elderly, Browning says. While North Carolina had 857,771 residents over the age of 60 in 1980, an estimated 1 million will live in the state by 1990.

"Programs like this one help students have a better understanding of how important it is for the elderly to help themselves," Browning says. "I try to teach these future nurses to help the elderly maintain their independence as much as possible."

Browning says another way she tries to encourage her students to develop an understanding of the elderly is to plan experiences for the students both in a nursing home and in the community.

"I like for them to see the whole spectrum of the elderly, from the independent to those who cannot live alone," she says. "Only about 5 percent of the nation's elderly live in nursing homes. It's important for students to see the vital and active elderly as well as the less active."

Browing says she wants her students to understand that each elderly person is an individual with specific needs and also has positive attributes and abilities to contribute to other people. "The elderly have a lot of experience and qualities we all can learn from if we only listen and show appreciation and understanding," she says.

National Nurses' Day

May 6, 1989

Spring Symposium

Council of Primary Care Nurse Practitioners

Nurse Practitioners: For All Life's Seasons

April 26-29, 1989

Holiday Inn Four Seasons

Greensboro, North Carolina

North Carolina Nursing Education

Section 1. North Carolina Nursing Scholars

There is established the North Carolina Nursing Scholars Commission. This Commission shall exercise its powers and functions independently of the University of North Carolina Board of Governors and the State Board of Community Colleges. Staff assistance to the Commission shall be provided by the staff of the North Carolina State Education Assistance Authority.

MEMBERSHIP

(a) The Commission shall consist of 11 nonlegislative members as follows: (1) the Chair of the State Board of Nursing, or his/her designee; (2) the Chairman of the Board of the State Education Assistance Authority; (3) three persons appointed by the Governor; (4) three persons appointed by the General Assembly on the recommendation of the President Pro Tempore of the Senate, as provided in G.S. 120-121; and (5) three persons appointed by the General Assembly on the recommendation of the Speaker of the House of Representatives, as provided in G.S. 120-121.

(b) Each of the appointing entities shall seek to achieve a balanced membership representing, to the maximum extent possible, the State as a whole. The Commission members shall be chosen from among individuals who have demonstrated a commitment to nursing, health care or education.

(c) Commission members shall be appointed for four-year terms, with the first appointments to expire July 1, 1993.

(d) In the event a vacancy occurs for any reason, the vacancy shall be filled by appointment by the entity that made the appointment, except that vacancies in appointments by the General Assembly shall be filled under G.S. 120-122. The new appointee shall serve for the remainder of the unexpired term.

(e) The Chairman shall be selected annually by the Commission from its members.

(f) Members of the Commission shall receive per diem and necessary travel and subsistence expenses in accordance with Chapter 138 of the General Statutes.

(g) The Commission shall meet regularly at times and places the chairman deems necessary.

NURSING SCHOLARS PROGRAM ESTABLISHED; ADMINISTRATION

(a) The North Carolina Nursing Scholars Commission shall determine selection criteria, methods of selection and shall select recipients of a Nursing Scholars Program. The Nursing Scholars Program shall be used to provide the following programs: (1) a four-year scholarship loan of five thousand dollars ($5,000) per year to North Carolina high school seniors or others interested in preparing to become a registered nurse through a baccalaureate degree program. The Commission shall adopt very stringent standards; which may include minimum grade point average, scholastic aptitude test scores, and other standards deemed appropriate by the Commission for awarding these scholarship loans to ensure that only the best potential students receive them. The projected number of scholarship loans for four years of baccalaureate nursing study is one hundred (100) per year. (2) a two-year scholarship loan of three thousand dollars ($3,000) per year to North Carolinians interested in preparing to become a registered nurse through an associate degree nursing program or a diploma nursing program. The Commission shall adopt stringent standards, which may include minimum grade point averages, scholastic aptitude test scores, and other standards deemed appropriate by the Commission for awarding these loans to ensure that only the best potential students receive them. The standards shall be adopted to insure that the qualifications of nontraditional students and adults are fairly considered in providing them with opportunities to compete for these scholarships. The projected number of two-year scholarship loans for two years of associate or diploma study is three hundred (300) per year. (3) a two-year scholarship loan of three thousand dollars ($3,000) per year for two years of baccalaureate nursing study for college juniors or community college graduates interested in preparing to be a registered nurse. The Commission shall adopt standards to ensure that these scholarship loans are awarded only to students who meet academic standards set by the Commission and who agree to practice nursing in North Carolina upon completion. The projected number of two-year scholarship loans for baccalaureate study for non-registered nurses is twenty-five (25) per year. (4) a two year scholarship loan of two thousand five hundred dollars ($2,500) per year for two years of baccalaureate study in nursing for registered nurses without a baccalaureate degree in nursing. The Commission shall adopt standards to ensure that these scholarship loans are awarded only to students who meet academic standards set by the Commission and who agree to practice nursing in North Carolina upon completion. The projected number of two-year scholarship loans for baccalaureate study by registered nurses is fifty (50) per year.

(b) The Commission shall develop the program in cooperation with nursing schools at institutions approved by the Commission and the Board of Nursing. Nursing Scholars should be exposed to a range of extra-curricular activities while in school. These activities should be geared to instilling a strong motivation not only to remain in nursing but to provide leadership for the nursing profession.

(c) The Commission may form regional review committees to assist in identifying the best high school seniors and other applicants for the program. The Commission and the review committees shall make an effort to identify and encourage minority students and students who may not otherwise consider a career in nursing to enter the program.

(d) All scholarship loans shall be evidenced by notes made payable to the State Education Assistance Authority that shall bear interest at the rate of ten percent (10%) per year beginning ninety days after completion of the program, or after termination of the scholarship loan, whichever is earlier. The scholarship loan may be terminated by the recipient withdrawing from school or by the recipient not meeting the standards set by the Commission.

(e) The State Education Assistance Authority shall forgive the loan if, within seven years after graduation, the recipient practices nursing in North Carolina for one year for every year a scholarship loan was provided. If the recipient repays the scholarship loan by cash payments, all indebtedness shall be repaid within ten years.

(f) All funds appropriated to or otherwise received by the Nursing Scholars Program for scholarships, all funds received as repayment of scholarship loans, and all interest earned on these funds, shall be placed in a revolving fund. This revolving fund may be used only for scholarship loans granted under the Nursing Scholars Program.

(g) Upon the naming of North Carolina Nursing Scholars recipients, the Commission shall inform the North Carolina State Education Assistance Authority of its decisions. All administrative functions necessary to effectuate this process shall be performed by the State Education Assistance Authority, an administrative unit of the University of North Carolina. The State Education Assistance

Authority has statutory authority to deal with all sectors of North Carolina post-secondary education in fulfilling its mandate as the State's central agency for inter-institutional student aid administration. Such duties shall include but not be limited to rule making, public information, application distributions, disbursement, collection, certification of service for payment and enforcement of the terms of a promissory note that each recipient will be required to execute prior to receipt of Nursing Scholars funds.

Section 2. There is appropriated from the General Fund to the University of North Carolina Board of Governors one hundred thousand dollars ($100,000) for each fiscal year of the 1989-91 biennium for the North Carolina State Education Assistance Authority to provide staff and administrative support in carrying out the provisions of this Act.

Section 3. This Act shall become effective July 1, 1989.

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CALENDAR OF EVENTS

March 1	Primary Care Nurse Practitioners Regional Liaison Persons meeting 1:00-4:00
March 3	Cabinet on Practice 9:30-3:30 Cabinet on Constituent Associations 10:00-2:00 Continuing Education Provider Unit 12:00-3:00
March 9	Peer Assistance Program Committee 10:00-2:00
March 10	Cabinet on Professional and Economic Development 9:30 Cabinet on Government and Health Policy 10:00-2:00 Committee on Credentialing Issues 1:00-5:00
March 13	Cabinet on Marketing 10:00-2:00
March 14	Continuing Education Approver Unit 10:00
March 16	Cabinet on Education and Resource Development Subcommittee 9:00 Cabinet on Education and Resource Development 10:00 Task Force on Legislative/Political Strategies 10:00-1:00 Task Force on Nursing Constituencies 2:00-4:30 Nominating Committee 2:00
March 17	Maternal-Child Health Council Executive Meeting 10:00 Maternal-Child Health Council General Membership 11:00 Psychiatric-Mental Health Council 12:00-3:00 Council of Psychiatric-Mental Health Nurses in Advanced Practice 1:30-4:00
March 23	NCNA Board of Directors 9:30
March 24	Holiday
March 27	Holiday
March 29	North Carolina Council on Nursing Shortage 10:00-4:00
March 31	North Carolina Foundation for Nursing, Inc.
April 4	Convention Program Planning Committee 10:00-2:00
April 5	Task Force on Nursing Constituencies Roundtable at Sheraton Imperial 2:00-4:00
April 6	Council on Gerontological Nursing 10:00
April 7	Steering Committee 10:00-1:00 Cabinet on Constituent Associations 10:00-2:00 Task Force on External Constituencies 1:30-4:00
April 12	Council on Medical-Surgical Nursing Executive Committee 10:30-11:30 Council on Medical-Surgical Nursing General Membership 11:30-1:30
April 13	**Tar Heel Nurse** Editorial Advisory Committee 10:00-12:00 Continuing Education Council 12:00-2:00
April 14	Professional and Economic Development 9:30 Cabinet on Government and Health Policy 10:00-2:00
April 20-21	PAP Workshop, Charter Northridge, Raleigh
April 21	NCNA Board of Directors 9:30
April 26-29	Primary Care Nurse Practitioners Spring Symposium, Greensboro
April 28	Cabinet on Research 10:00 North Carolina Foundation for Nursing, Inc. 10:00-4:00
May 4	Cabinet on Education and Resource Development Subcommittee 9:30 Cabinet on Education and Resource Development 10:00 Continuing Education Approver Unit 1:00
May 5	Peer Assistance Program Committee 10:00-2:00
May 6	NATIONAL NURSES DAY
May 11	Convention Program Planning Committee 10:00-2:00
May 12	Cabinet on Professional and Economic Development 9:30 Cabinet on Government and Health Policy 10:00-2:00
May 17	Council on Gerontological Nursing 10:00
May 18	Cabinet on Practice 9:30-3:30
May 18-19	Legal Update Workshop, Hilton, Greenville
May 19	Peer Assistance Program Committee 10:00-2:00 Psychiatric-Mental Health Council 12:00-3:00
May 20	Council of Psychiatric-Mental Health Nurses in Advanced Practice 9:30-12:00 North Carolina Federation of Nursing Organizations 9:30-12:00
May 22	Continuing Education Provider Unit 12:00-3:00

NORTH CAROLINA NURSES ASSOCIATION
P.O. Box 12025
Raleigh, North Carolina 27605

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The TAR HEEL NURSE welcomes manuscripts from members of the North Carolina Nurses Association. Manuscripts should be addressed to Editor, TAR HEEL NURSE, P.O. Box 12025, Raleigh, NC 27605. Articles will be considered for publication on the condition that they are submitted solely to the TAR HEEL NURSE. Manuscripts should be typed, double spaced. The author's name, title, employer, district membership, and complete address should be included.

Deadline

Manuscript and ad copy submitted for publication consideration must be received at NCNA Headquarters by the first day of odd numbered calendar months preceding publication date. All submissions are subject to editing and none will be returned.

Advertising

For information and rates on ads, please call North Carolina Nurses Association, (919) 821-4250.

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Vol. 51, No. 2 OFFICIAL PUBLICATION OF THE NORTH CAROLINA NURSES ASSOCIATION March-April 1989

ANA Delegates to Address Critical Issues

In December of 1987, ANA launched a broad study of the future of nursing's professional association in the form of the Commission on Organizational Assessment and Renewal (COAR). This special study commission was composed of a seven member steering committee and an advisory panel of sixteen members. The group was charged to address all aspects of the function, structure, membership base and interorganizational relationships of ANA. At press time, COAR has entered the fifth and final stage of its work following 18 months of study and has demonstrated the magnitude and scope of it's work with a 163-page report. The recommendations of COAR are presented via ten issue reports and deal with critical organizational and professional issues such as membership criteria, control of standards of nursing practice and the structure and financing of credentialing programs, just to name a few. Reports on the process and activities of COAR have been provided in **The American Nurse** and an upcoming issue will feature a special section on COAR and its recommendations.

On February 23 and 24, COAR convened a meeting of representatives of the nursing community in Kansas City for discussion of the COAR recommendations. NCNA was represented by President Jo Franklin and NCNA staff members Hazel Browning Moore and Sindy Barker. NCNA had solicited input about the COAR report from presidents of constituent associations, the Board of Directors and NCNA's elected delegates to the 1989 ANA House of Delegate. Recommendations from the COAR report will be the focus of most of the business of the 1989 ANA House of Delegates.

NCNA delegates to the 1989 ANA House of Delegates are preparing to be an informed delegation at the June meeting in Kansas City. To date, two meetings of the delegation have been scheduled to discuss issues to be presented in the House of Delegates meeting. The first meeting will be held on May 19 at 2:00 pm and a second meeting is planned for May 30 from 10:00 am until 4:00 pm. These meetings will be held at NCNA headquarters and interested members are invited and encouraged to attend and provide input. If unable to attend the delegation meetings, NCNA members are encouraged to directly contact members of the delegation to share perspectives on the issues facing the profession and the association.

Members of the NCNA delegation to the 1989 ANA House of Delegates meeting include the following: Jo Franklin, 6200 Old Mocksville Road, Salisbury 28144; Carolyn Billings, 3410 Hillsborough Street, Raleigh 27607; Wanda Boyette, Route 6, Box 552, Clinton 28328; Sheila Cromer, Route 4, Box 362, Thomasville 27360; Sheila Englebardt, 818 Walker Avenue, Greensboro 27403; Bette Ferree, 3708 Northshore Drive, High Point 27260; Hettie Garland, 22 Woodbury Road, Asheville 28804; Gale Johnston, 4305 Sunbelt Drive, Raleigh 27613; Charlotte Hoelzel , 29 Partridge Road, Wilmington 28403 and Sheila Arrington, Route 1, Box 1-8A, Germanton 27019. Rachel Funderburk will serve as first alternate.

Legislative Update

The General Assembly is completing its third month in session. Approximately 15 percent of all bills to date deal with issues of concern to health care professionals. There are bills to fund such diverse programs as caregiver training for the elderly, the purchase of antiretroviral drugs for HIV infected persons, development of adolescent pregnancy prevention programs across the State, addressing the infant mortality rate by providing medicaid funding for prenatal care, and nursing shortage alleviation measures.

Nursing Bills

The bills from the Legislative Study Commission on Nursing were introduced into both houses on February 22, 1989. The House bills had 61 co-sponsors and the Senate bills had 24 co-sponsors.

Although the Senate bills have been referred to committee, none have been heard. On the House side, the bills dealing with the Nurse Aide Registry and the licensure of nursing pools have both been reported out favorably by the Health and Disease Prevention subcommittee to the Human Resources Committee. Both bills received technical amendments in the subcommittee. The three bills dealing predominantly with nursing shortage issues were all assigned to the University of North Carolina subcommittee. They were reported favorably to the Education Committee. **For a quick reference, the bills and their committee assignments are provided in the box on this page.**

AIDS

There are many other health care issues facing the legislature during this long session. AIDS continues to be an area that requires a lot of attention. Proposed legislation ranges from appropriating funds for the purchase of antiretroviral drugs to AIDS testing in specified segments of the population to non-discrimination in insurance policies.

There have been six bills introduced that provide specific funding for AIDS related programs. H176 and S283 are companion bills which authorize the spending of $480,000 for fiscal 1989-90 and $1,200,000 for fiscal 1990-91 for foster care payments for HIV infected children. This appropriation would translate into $20,000 for 24 children the first year and 56 children the second year of the biennium. H177 and S73 would provide $200,000 for each year of the biennium for antiretroviral drugs for HIV infected persons.

H361 and S288 would establish a statewide, community-based AIDS prevention and education program. The Department of Human Resources would administer grants through local health departments to promote community based AIDS education and counseling. Monies allocated would develop a statewide AIDS resource referral center, promotion of volunteer participation, and provide technical assistance. The funding request is for $6,500,000 for each year of the biennium with the stipulation that no more than twenty percent would be used for statewide programs and no less than ten percent for training volunteers.

Several bills have been introduced into the House which would provide testing for the AIDS virus. H211 would require persons convicted of sexual assault be tested for venereal disease as well as AIDS virus. The victim of such an assault would be notified of the results. H303 would require that convicted prostitutes would be tested for HIV virus infection and if results are positive would make continued prostitution a Class J felony. H304 would require all incoming prisoners to be tested for AIDS. H485 deals with the subject of food workers health precaution. In addition to requiring food service workers to wear gloves to handle unwrapped food and a hair net while at work, this bill would require all food service workers to undergo an annual blood test to detect communicable diseases. The law would go into effect on July 1, 1989 and current employees would have 30 days to undergo examination. New employees would be tested before actually beginning work.

Three bills have been aimed at non-discrimination against persons with the AIDS virus. Companion bills, H362 and S282 provides that a test for the AIDS virus may not be performed without the consent of a person to be tested unless specifically required by law. A test for AIDS could not be used to determine suitability for employment, housing, or public service. It would allow victims of discrimination to bring a civil suit. H176 would prohibit discrimination against HIV infected persons under health insurance policies. It states that to treat HIV infection differently from any other dread disease would be unfair discrimination.

Other proposed AIDS legislation is not as easy to categorize. H514 would require that copies, certified copies, and abstracts of death certificates containing the physician's cause of death shall be given only to the deceased's next of kin or his delegee. H191 would permit awarding punitive damages against a person who knows he has AIDS, but who did not inform his sex partner of that fact. S74 would authorize the Legislative Research Commission to study the impact of AIDS on public health and health care in North Carolina. This study would include the need for funding AIDS control activities, public education, counseling, health care, and social support systems.

Legislative Study Commision on Nursing

Bills Introduced February 22, 1989

H316	Nursing Scholars Program	Education/UNC
H317	Nurse Aide Registry	HR/Health
H318	Nursing Program Funds	UNC
H319	Health Care Licensing	HR/Health
H320	Nursing Shortage Alleviation Act	UNC
S242	Nurse Aide Registry	Human Resources
S243	Nursing Scholars Program	Human Resources
S244	Nursing Program Funds	Appropriations
S245	Health Care Licensing	Human Resources
S246	Nursing Shortage Alleviation Act	Human Resources

Adolescent Pregnancy Prevention

H454 and S343 are companion bills which would establish an Adolescent Pregnancy Prevention Commission. The Commission would report annually on 1) an analysis of the adolescent pregnancy and related problems in the State, 2) a statement of the Commission's thinking on the best approach to these problems, and 3) an evaluation of the State's approach to these problems to date, including an evaluation of local projects funded by the Commis-

sion. These local adolescent pregnancy prevention projects would have a five year plan of action. State funding level would be 80 percent of budget the first year diminishing to 40 percent of budget by year five.

Two additional bills, H409 and S344, were introduced that would provide comprehensive health education in the public schools and would include a curriculum of family life education, pregnancy prevention education, and reproductive health education. These bills would rewrite GS 115C-81(e) which describes the comprehensive health education program of the Basic Education Program. This revision would include the following mandated topics of instruction:

1. physical, mental, emotional, social, economic, and psychological aspects of personal relationship and human development;
2. the development of responsible values and behavior and knowledge to establish a strong family life and the responsibilities of marriage;
3. sexually transmitted diseases including AIDS;
4. the laws regarding the sexual conduct of minors;
5. the importance of abstaining from sexual activity until marriage;
6. development of skills to enable students to abstain from sexual intercourse, to make responsible sexual decisions based on values and knowledge, and to resist negative pressure;
7. methods of contraception, including risks and benefits;
8. and human physiology, conception, prenatal care and development, childbirth, and postnatal care.

Parents would be able to exempt their child from the study of family life education. Current provisions in the Basic Education Programs for family life education end at the ninth grade. This legislation would extend it to the twelfth grade. Each school district would be responsible for establishing an advisory committee to choose or develop a curriculum which covers the above topics.

The Elderly in North Carolina

Several bills address the needs of the elderly and their families in terms of providing care in the home. H26 and S41 are companion bills which provide $250,000 for each year of the biennium to expand respite care services. H71 would appropriate $50,000 in 1989-90 to train caregivers and volunteer adult sitters for the elderly in eight counties and to prepare packets and tapes for the other counties. In 1990-91 an additional $50,000 would fund training in 30 counties and provide for dissemination of training packets and tapes to the remaining 62 counties. H77 would authorize the Legislative Research Commission to study the issue of establishing a statewide youth service program to provide training to perform needed services in the community including for the elderly in institutions and in their own homes.

H295 and S211 would provide a $300 income tax credit to a household when one spouse provides full-time care for a parent who would otherwise be in a nursing home. In order to qualify, the spouse must not be employed or enrolled in school. The parent must be at least 65 years old and eligible for nursing home care as certified by a physician.

S164 would provide $2,000,000 each year of the biennium to support transportation assistance to the elderly and handicapped. H279 would provide $10,000,000 for each year of the biennium to continue support of in home and community based care for older adults through the Division of Aging.

Several bills have been introduced that deal specifically with long term care facilities. S80 has passed the Senate and has been referred to Human Resources in the House. It is a statute that formalizes the long term care ombudsman program. An ombudsman program has been in existence in North Carolina for over ten years and meets the rules and regulations of the federal Older Americans Act of 1965. This bill would establish an Office of State Long Term Ombudsman. Each area agency on Aging has a regional ombudsman who investigates and collects data on complaints in long term care facilities and also provides education to patients, providers, and the public.

Two bills deal specifically with nursing home complaints and means to resolve them. S81 would provide $776,000 for each year of the biennium to enhance the investigation and resolution of complaints against nursing homes and rest homes. H76 stipulates that a majority of clinicians and at least one consumer advocate should serve on the nursing home/rest home penalty review committee. Clinicians would be appointed from the following disciplines: physicians, gerontological nurse specialists, rehabilitation therapists and dieticians. All clinicians must have special competencies in geriatrics.

Two house bills authorize the Legislative Research Commission to study the availability and coverage of long-term care insurance (H202) and to study the care provided by rest homes, intermediate care facilities, and skilled nursing homes (H173). The latter would study the following issues: 1) adequacy of regulation, 2) mandatory pre-admission screening of patients, 3) separation of patients with severe mental illness from others, and 4) the need to increase reimbursement rates for facilities that serve patients with special needs.

Infant Mortality

S225 and H393 would provide medical coverage for pregnant women and children up to age one whose income is 185 percent of the poverty level. Funding levels would be approximately $7,000,000 in fiscal year 1989-90 and $14,000,000 in fiscal year 1990-91. An additional $1,000,000 for each year of the biennium would expand the Rural Obstetrical Care Initiative. Effective October 1, 1989, $950,820 for 1989-90 and $1,333,212 for 1990-91 would be provided to increase physicians reimbursement for maternity care.

The North Carolina Institute of Medicine, through a grant from the Kate B. Reynolds Health Care Trust, has just completed a study and developed a plan to reduce infant mortality and infant morbidity in North Carolina. The report is entitled "Improving the Odds: Healthy Mothers and Babies for North Carolina."

The Institute of Medicine is currently working on legislation that would set a five-year goal to reduce the infant mortality rate to the national average of 10 per 1,000 live births by 1993. North Carolina ranks 45th in the nation at this point.

One of the recommendations from the task force would be to initiate programs designed to recruit local nurses for public health work and to sponsor education for nurse practitioners or nurse midwives who would be encouraged to work in needy areas. Another recommendation would create a coordinating committee for each region. The committee would be composed of a physician, a nurse, and an at large member. More information will follow on this important study and subsequent legislative initiatives.

Special Note: Individuals or organizations interested in obtaining additional information regarding this report can write directly to: North Carolina Institute of Medicine, P. O. Box 51008, Durham, NC 27717 or call 919-688-2144.

Nurses Day Award

Search for Excellence Award

Hilda G. Newton, Nursing Director of the Gaston County Health Department, has been selected to represent North Carolina in ANA's Search for Excellence Award program. Ms. Newton will be recognized in public service announcements and in the May National Nurses' Day issue of The American Nurse.

Ms. Newton has worked at the Gaston County Health Department for 35 years. She was a staff nurse for fourteen years and a public health nursing supervisor for nine years. For the past twelve years she has been the Nursing Director, and at this time is also serving as Interim Health Director.

She has been on the Board of Directors of NCNA District 29 and the NC Public Health Administrators organization. She has also served on many boards in her community including Gaston County Cancer Society, Family Counseling, Community Action, Headstart Policy Council, Gaston County Service Workers Club, Southern Piedmont Health Planning Council.

In 1974 Ms. Newton, in conjunction with the UNC-CH Public Health Nursing program, was very instrumental in developing and instituting the first high risk infant tracking system to be utilized in a county in North Carolina. She also developed a Primary Detection Project for elementary school children in Gaston County. The pilot project was designed to increase the educational performance and reduce the mental, social, and health problems of the child. A public agency team approach was used and the principals of the schools coordinated the follow-up program.

Ms. Newton played an active role in developing a nurse midwifery service in the County. She has long been a strong advocate for the expansion of the nursing role and has always encouraged her staff members to go back to school for a BSN. She expanded the services offered by nurse practitioners in the health department.

Twelve other members and the entire nursing staff of High Point Regional Hospital were nominated for this Search for Excellence Award. The other nominees were: **Sally Bame,** VA Medical Center, Salisbury; **Becky Carter,** Guardian Care, Ahoskie; **Sandra Carwile,** VA Medical Center, Durham; **Teresa Davis,** Home Health Agency of Chatham County, Pittsboro; **Doris Dedmon,** Hospice of Cleveland County, Shelby; **Linda Dunay,** Steward Health Center, Raleigh; **Anne Hall,** Brian Center, Hickory; **Cynthia Johnson,** New Hanover County Health Department, Wilmington; **Geraldine Pendell,** VA Medical Center, Durham; **Rayma Lou Robbins,** Thompson Medical Specialists, Lenoir; **Shirley Troutman,** The Country Home, Concord; **Mary Kay Wooten,** VA Medical Center, Durham.

RESOLUTIONS PROCEDURE

The Committee on Resolutions functions throughout the biennium in receiving and studying proposed resolutions submitted to it.

A resolution is a main motion put before the policy-making body on a subject of great importance, expressed in formal wording. A resolution adopted by the House of Delegates of the North Carolina Nurses Association establishes or makes known the position of the Association on matters of state and/or national scope and significance affecting nurses, nursing, and the health needs of the public.

Substantive resolutions are those which deal with basic principles and policies of the Association or with issues of national concern to nurses as practitioners and citizens. These resolutions are thoughtfully and carefully developed in advance of a convention for presentation to the House of Delegates. These may include recommendations for legislation or for joint or separate action with other organizations on matters of mutual interest.

Deadline—Substantive resolutions must be submitted to the Committee on Resolutions by May 15, preceding the fall convention.

Emergency resolutions are those whose significance could not have been apparent by the deadline date and which, because of timeliness, require immediate action.

Deadline—Emergency resolutions must be submitted no later than 5 p.m. on Wednesday, October 25, 1989, at the convention.

Initiation of Resolutions—Resolutions may be submitted to the Committee on Resolutions by individual members, the NCNA Board of Directors, district associations, any structural unit of the Association, or may be initiated by the Committee on Resolutions. Cost implications must be attached to each resolution.

Disposition—The Committee on Resolutions will review resolutions for content, relevance, appropriateness, timeliness, and scope. The Committee may edit, rewrite, or combine resolutions.

The Committee will report to the Board of Directors in advance of the convention a recommendation for approval or disapproval of each resolution received by the deadline date. The Committee may recommend referral of a resolution to an appropriate committee or other structural units of the Association.

All resolutions received by the Committee shall be reported to the House of Delegates with the Committee's recommendation.

All resolutions approved by the Committee will be put before the House of Delegates for vote.

Originators of resolutions will be advised whether their particular resolution has been approved, disapproved, or substantially changed. Reasons for not approving resolutions will be stated.

Copies of substantive resolutions approved for presentation to the House of Delegates will be distributed in advance of the convention to district associations and to delegates.

Guidelines for writing resolutions and identifying cost factors are available from the Resolutions Committee at NCNA headquarters.

Nurses Change Lives.

It's not always that obvious. The instant gratification is not always there. But being a nurse means you do change lives. Every day. Whether it's giving someone the courage to walk again or helping a frightened child smile, you make a difference. It's an ability few professions can claim. And it's time we told the world about us.

May 6 is National Nurses' Day. As part of this celebration, the American Nurses' Association and your state nurses' association are honoring nurses throughout the country whose acts of courage, compassion and skill have changed the lives of millions of people.

Hilda G. Newton
Nursing Director
Gaston County Health Department

We are proud to salute you and your state's award-winning nurse. We know you're incredible. We know the value of your job. And now, the world knows it, too.

Nurses Change Lives

National Nurses' Day • May 6, 1989

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Reference Document on Staffing Standards

Historical Perspective

The North Carolina Nurses Association received an increasing number of telephone calls from concerned nurses in 1986 regarding staffing issues in the work place. This prompted the Commission on Member Services to call a meeting of representatives from the respective divisions in November, 1986 to identify and discuss staffing issues in the work place. Consequently, the Cabinet on Practice has developed this document to assist practitioners in addressing staffing issues in the work place.

Problem Statement

Concerns raised by nurses in all practice settings reflected the gamut of "nurse shortage"-related problems including inadequate numbers of nurses on medical-surgical units to meet the high acuity needs of patients and involuntary, temporary assignment to critical care units without the needed, specialized training. Additionally, nurses cited the lack of standardized quantitative staffing ratios in some practice settings and the great variability in determining the number of qualified nursing personnel needed to adequately care for a given number of patients in other settings as contributing factors in staffing dilemmas.

Review of the Literature

A review of the literature related to nursing staff ratios revealed an absence of clearly documented, accepted general staffing patterns and/or numbers. However, some commonly spoken numeric minimum standards are hospice, 1 RN to 10 patients and adult home health, 1 RN to 25 to 30 patients (Lund and Mozingo, Personal Communication, 1987). Nurse anesthetists have a documented 1:1 standard (American Society of Anesthetists, 1986). The American Association of Critical Care Nurses (1986) recommended, "There shall be sufficient professional nursing personnel to provide effective patient care. The nurse-patient ratio shall reflect recognition of the patient's acuity and required nursing care." The AACN did not identify any specific numeric standards.

From the studies of the Magnet hospitals (1983), which demonstrate successful nursing management, came the following finding:

"It is generally difficult to determine precisely how many registered nurses are adequate to staff a hospital and few authorities in the field are willing to set standards in this regard. In these magnet hospitals, however, the average nurse-patient ratio reported on the hospital index forms was 1:1 registered nurse for every occupied bed. Thus, in a 400 bed hospital approximately 440 RN full time-equivalents would be employed. This rule of thumb can obviously be applied only with great caution, since many factors come into play in determining the staffing needs of an institution..."

While the literature was void of accepted general staffing patterns and/or numbers, it was replete with patient classification systems which can be found in the bibliography. The question of patient/staff ratios was determined to be complex in the face of a dynamic health care system and changing patient needs. It can be postulated that patients are sicker and are discharged more quickly; nurses are in short supply yet the demand is growing; educational standards, programs, and needs for nurses are changing; new specialty areas and increased technology are requiring more nurses; and changes in reimbursement are affecting how nurses will be paid for services rendered (Philbrick, Personal Communication, 1987). It is clear that the perceived inadequate numbers of nurses on medical-surgical units, involuntary, temporary assignments to unfamiliar nursing units, and the aforementioned postulations contribute to staffing dilemmas in North Carolina.

Purposes

The purposes of this paper are to assist the practitioner and nurse administrator to:

1.Identify steps that will assist professional nurses to determine a staffing methodology that will facilitate meeting patients' changing needs.

2.Utilize professional resources to determine appropriate staffing standards.

3.Involve external regulatory bodies appropriately when patients' health, safety, and welfare are at risk.

Discussion

Determining Staffing Methodologies

Staffing is a complex sequence of events which involves the staff nurse and/or nursing administrator in:

1. Gathering historical data including accepted standards of nursing practice (North Carolina Nursing Practice Act, ANA Code for Nurses with Interpretative Statements, specific professional practice standards, and state and federal rules and regulations which govern the delivery of health care).

2. Reviewing patient care trends (patient acuity levels and required staffing mix to meet patient care needs, specific staff skill levels and knowledge base, allocation of nursing staff and other resources, and the strategies for handling variable workloads).

3. Identifying current staffing problems based on patient classification systems and quality of assurance outcomes.

4. Identifying resources (financial, nursing personnel, support services, and supplies, etc.) needed in meeting patient care needs.

5. Determining specific actions to be taken to resolve the staffing problems in collaboration with peers and nursing administrators.

6. Implementing actions to resolve the staffing problems.

7. Evaluating and discussing with peers and nursing administrators the outcome(s) of actions taken.

8. Documenting the above decision-making process.

Staffing dilemmas can be resolved by utilizing a participatory/cooperative process between staff nurses and nurse administrators.

Utilizing Professional Resources

There are several documents that the professional nurse should acquire, read, and reference frequently as they relate to the practice of nursing and the delivery of health care. The documents collectively provide clear definitive parameters for the practice of nursing. These documents are: (1) the North Carolina Nursing Practice Act; (2) the American Nurses' Association (ANA) Code for Nurses with Interpretative Statements;, (3) the North Carolina Nurses Association's (NCNA) Guidelines for the Registered Nurse in Giving, Accepting, or Rejecting a Work Assignment; the position statement on Recruitment, Utilization, and Retention of Professional Nurses; and Guidelines to Address Resolution of Work Place Issues; and (4) rules and regulations promulgated by the North Carolina Division of Facility Services which are based on specific statutes and which govern the delivery of health care in licensed health care facilities.

The Nursing Practice Act establishes the legal scope of nursing practice in North Carolina. The general statute coupled with the Interpretative Statements adopted by the Board of Nursing provide clear directives for practitioners of nursing. The statute and Interpretative Statements are available upon request from the North Carolina Board of Nursing, PO Box 2129, Raleigh, NC 27602; telephone number (919) 782-3211.

The American Nurses' Association Code for Nurses with Interpretative Statements sets forth guidelines for excellence in ethical nursing practice. The code and its guidelines establish an expected code of conduct for professional nurses. The Code of Nurses with Interpretative Statements may be obtained from the North Carolina Nurses Association, PO Box 12025, Raleigh, NC 27605; telephone number (919) 821-4250.

The North Carolina Nurses Association's Guidelines for the Registered Nurse in Giving, Accepting, or Rejecting a Work Assignment bridges the gap between ethical and legal practice. It provides the professional nurse with resources which may facilitate one in making critical decisions about both legal and ethical issues. It should be noted that if one determines a work assignment cannot be accepted, disciplinary action may be taken by the health care facility (Howlett, 1988).

The position statement on Recruitment, Utilization, and Retention of Professional Nurses acknowledges difficulties in the work place with recruitment, utilization, and retention and offers specific suggestions for handling these problems. The paper states that resolution of problems associated with utilization "can be expected to have a positive impact on recruitment into the profession as well as to particular settings, and retention in the work place. This outcome will ultimately improve the quality of health care services to the community."

NCNA's Guidelines to Address Resolution of Work Place Issues may assist nurses to resolve issues "related to the work place, important to nursing practice and health care." This document outlines steps for resolving issues within the work place and identifies specific agencies for resolving issues beyond the work place.

The rules and regulations promulgated by the North Carolina Division of Facility Services are utilized to implement the general statutes. These rules and regulations govern the delivery of health care. The rules are not concerned with actions/interventions of specific nurses but rather with the impact of the interventions on patient care outcomes. The rules and regulations for health care facilities (hospitals, mental health facilities, nursing homes, home health agencies, hospices, abortion clinics, and ambulatory care) may be obtained from the North Carolina Division of Facility Services; Head, Health Care Facilities Branch, 701 Barbour Drive, Raleigh, NC 27603; telephone number (919) 733-2786 or 1-800-662-7030. There is a nominal fee for each copy of rules and regulations.

In addition to the above documents, many specialty organizations, including some ANA councils, have developed standards of practice for specific settings which may also be incorporated into the practice of a prudent nurse. For information regarding specific practice standards, contact the appropriate specialty organization or NCNA.

It should be noted that it is the nurse's responsibility to be cognizant of standards, laws, rules and regulations which govern the practice of nursing and the delivery of health care in licensed facilities. Hopefully, if one practices within the parameters set forth in these documents, the care rendered will be safe, adequate, ethical, and legal.

Involving External Regulatory Bodies and Boards

It is important to recognize that in some situations, difficult problems seem unresolvable. After the nurse has exhausted all problem-solving avenues, the nurse must make a personal decision to refer or not refer the problem to the North Carolina Board of Nursing and/or the North Carolina Division of Facility Services for investigation. Complaints about individual nurse practice and the delivery of health care in licensed facilities are investigated by the aforementioned agencies, respectively. Both agencies accept complaints from any source, including anonymous sources. However, the reported must be prepared to provide patient name(s), date(s), event(s), intervention(s) implemented/not implemented, and the impact on patient health care outcomes and risk to patient health, safety, and welfare. It should be noted that the reporter remains anonymous to the facility and/or nurse in question. It should also be noted that both agencies work collaboratively to share information when appropriate.

Investigations may be conducted onsite or by in-office review of documentation. If an investigation is conducted by the case specialist for the Board of Nursing, all data will be reviewed by the case specialist who will make recommendations to the Board regarding individual licensure action. If the investigation is conducted by a nurse consultant for the Division of Facility Services, the consultant may cite licensure irregularities for violations of rules and regulations which govern the specific health care setting as well as make recommendations to correct identified problems. Additionally, consultants may make recommendations for administrative action such as provisional licensure, revocation of license, suspension of admissions and, in long-term care facilities, monetary sanctions for violation of patients' rights when a patient's health, safety, and welfare has been adversely affected and/or is at risk.

Conclusions

1. It is the nurse's responsibility to be cognizant of standards, laws, rules and regulations which govern the practice of nursing and the delivery of health care in licensed facilities.

2. Each individual nurse must ultimately determine the type and amount of nursing care that one can safely render. This decision may involve identification and evaluation of one's moral beliefs, strengths/weaknesses, competencies, and educational needs.

3. There are no universally applicable or accepted quantitative staffing ratios that can be utilized to determine standardized nurse/patient ratios.

4. While specific nurse/patient staffing ratios could not be determined, it is imperative that there be sufficient numbers of qualified, professional nursing staff to meet variable patient needs.

5. A patient classification system is helpful in determining appropriate nurse/patient ratios.

6. When staffing dilemmas exist, it is believed that these dilemmas may be resolved through collaborative efforts of staff nurses and nurse administrators.

7. If the nurse should perceive following the decision-making/problem solving process that an inadequate or unreasonable response has been suggested, one may choose to reject the work assignment and/or refer the matter to the North Carolina Board of Nursing and/or the Division of Facility Services.

Approved by the NCNA Board of Directors February 16, 1989.

(Continued on page 10.)

Board News

President's Message

Jo Franklin

Fully staffed again! It feels good to me, the Board of Directors, and most importantly, it feels great to our staff. Hazel Moore has been on board since March 1, and because of her past experience she has really been able to hit the ground running. Sindy, Pat, Janice, Pat, and Beth haven't minded a bit having to orient Hazel to the changes of the past 16 months!

I have finally felt it possible to step back and look at where we have been in the past 18 months and see where we need to go during the remainder of this biennium. We have successfully (so far) fended off the potential challenge of the RCT. We have experienced a modest membership gain. We have closely monitored the proposed rulemaking of the Board of Nursing. We have collaborated with the Legislative Study Commission on nursing issues.

COAR and the proposed ANA dues increase loom on the horizon. Sindy, Hazel and I attended a two day conference discussing the COAR report and proposed model structure. We came home exhausted, enlightened, and encouraged. We will attempt to keep all of you abreast of the proposal through your district presidents, your personal board member, and via this journal.

COAR has something in it for everyone; it also is not perfect. It is important to keep in mind that we need to have the strongest possible professional organization that will meet the largest number of nurses' needs. It will not make everyone happy in every way, but it is major movement in the right direction and we all need to become informed and involved. COAR will be the major topic of discussion at the ANA delegate meetings which will be held at Headquarters on May 19, 2:00-5:00 pm and May 30 from 10:00 am-4:00 pm. Any member is welcome to attend.

Please mark your calendars now for the '89 NCNA convention. It will be held in Raleigh and promises to be the usual great time. Circle October 25-28 in red--Sheraton Imperial!

It would also be terrific if you would take a moment and call or drop a note to the NCNA staffer who has helped you the most in the past year. They have all done a tremendous job under often times difficult odds and continued to smile throughout. Now we can go full steam ahead instead of three quarters ahead.

Actions of the Board

- Asked Martha Henderson and Sandra Randleman to review an ANA plan for Long Term Care Insurance from American Express and report to the next Board of Directors meeting.
- Supported the concept of co-sponsorship of a workshop with the North Carolina League for Nursing on curriculum development.
- Endorsed a recommendation from the Cabinet on Government and Health Policy that a task force composed of a representative from the Cabinets on Education and Resource Development, Practice, Professional and Economic Development, and Government and Health Policy would develop a policy statement relative to support or non-support of other health care professionals seeking licensure.
- Planned to submit the NCNA Recruitment Video to the ANA Media Contest.
- Unanimously approved the NCNA Reference Document on Staffing Standards for publication.
- Approved the Steering Committee's motion that, based on careful consideration of the legislative climate and other factors, the NCNA Board of Directors should ensure that appropriate legislative groundwork is laid with the 1989 General Assembly before introducing legislation concerning entry into practice.
- Agreed by consensus that issues that need the approval of the Board of Directors include requests which exceed proposed budget amounts, policy decisions prior to implementation, and publication of position papers prior to distribution.
- Approved a request from the PAP Committee to allow the Committee to sponsor a "Country Store" at Convention and a raffle for a cruise with tickets selling at $3. Denied a request for a special donation proposal for "Save a Nurse on Nurses Day".
- Referred to the Finance Committee a motion that Nurses Notes become a membership benefit and be mailed to all members.
- Requested the Finance Committee to do a cost analysis of printing the **Tar Heel Nurse** on a monthly basis.
- Referred back to the districts a request from the Constituent Forum for NCNA to introduce legislation or lobby for legislation which would give a salary increase to nurses who work for the State of North Carolina.
- Agreed to submit GeneTranbarger's name to the Search Committee as a candidate for the position of ANA Executive Director.

Psychiatric Nurse Clinician

Must be Master's prepared. Prefer a Certified Clinical Specialist or qualified to become certified. Duties will include:
Adult Group Therapy
Possible Adolescent Group Therapy
Individual Therapy
(both inpatient as well as out-patient individual psychotherapy)

Starting salary $32,000.

Send vita to: Nurse Clinical Specialist, 99 Village Drive, Suite 18, Jacksonville, NC 28546.

Physician Extender I

Durham, NC—Public Health Department, Jail and Maternity/Family Planning Units.
Salary: $25,829—$38,343.
Requires graduation from a Physician Assistant or Nurse Practitioner program. Positions are open until filled.
Send completed Durham County applications to Durham County Personnel Department, BB&T Building Lower Level, 103 W. Main Street, Durham, NC 27701, (919) 560-7900.

EOE/AA

House News

A Message from the NCNA Staff

Grace, an abundance of energy, and a wealth of expertise combined with diplomacy—these are just a few of the qualities that Hazel Browning Moore brought to NCNA Headquarters on her first day as Executive Director on March 1, 1989. Almost immediately the staff experienced a feeling of support, empathy, and teamwork. Laughter, a force that had been absent from the office for so long, filled the air as we sought to establish relationships. It was a great day—a day that had been anxiously awaited by all the NCNA staff and one which ended on a high note of comradery for NCNA.

It has now been a great month. We must admit the nostalgia of Hazel's arrival has not worn off. There is continued support and leadership. Laughter continues to impregnate the air. She is eagerly picking up some of the pieces as she tackles the work with skill and direction. The environment at NCNA Headquarters continues to be one of professionalism, productivity, and a dedication to the North Carolina Nurses Association. We look forward to the contributions Hazel Browning Moore has to offer the staff and NCNA. Her dedication and devotion to this organization is truly astounding. NCNA is truly blessed to have such a capable and confident Executive Director to represent and lead us into the future.

Janice
Pat B.
Sindy B
Beth
Pat B.

Executive Director's Message

Hazel B. Moore

An open letter to NCNA members...

We've all heard the old saying, "You can't go home again." I believed that for a long time—but not any more. On March 1, I came home. Home to NCNA. And it feels good to be back.

At the time of this writing, I have had the privilege of working with the NCNA staff for a few weeks. One of my fears about beginning this job was that the current staff might breathe a deep sigh of relief just for the sake of having another person on board and decide to sit back for a while and enjoy a much deserved rest. Let me tell you...that is not the way it happened. There is so much energy here! If anything, there may be more energy than there had been in the past. Everyone is full of ideas, enthusiasm and, oddly enough, the energy to forge full speed ahead. I've come to a new level of understanding of how fortunate NCNA has been to have such a committed and caring staff. Thank you, Sindy, Pat, Janice, Pat and Beth!

These first few weeks have been spent in a lot of activities. Some of association work is a little like riding a bicycle, once you know how to do it you never forget. That has been a comforting feeling. However, a lot has happened during the 16 months I've been away. I wondered and worried about how hard it would be to get "up to speed" again. I shouldn't have. The staff has been extremely cooperative in helping me fill in my gaps on the activities and programs of the association. I've spent a lot of time updating my knowledge and understanding by using all kinds of resources...the files, minutes of various group meetings, the policy manual and conferences with individual staff and NCNA members. I have also met with representatives of other nursing and health care organizations in an effort to strengthen the lines of communication with those who share similar concerns. We've even had a day or two of "spring cleaning" here at headquarters. Some of the routine things one usually does in the course of a day can easily get set aside when you're working with less than the full complement of staff. All nurses know that! Well, that did happen here at headquarters during recent months. The staff decided soon after my arrival that it was time to do something about that. We wanted to pay some attention to our work environment, get it spruced up a bit and make our headquarters a place our members could be proud of and be comfortable in. A very valuable byproduct of our work has been a much more organized office environment. Materials are easier to locate since they are organized by interest areas. The files are beginning to fill with documents generated over a period of time, thus making retrieval of important materials much easier. These byproducts will, hopefully, make our response to the needs of our membership much more timely and satisfactory. We think you will be pleasantly surprised with what the staff "Committee on the Environment" has accomplished. We certainly are.

I want to tell you that I may not always write an "Executive Director's Message" for the **Tar Heel Nurse**. While there will be things going on here inside the NCNA headquarters operation from time to time that we will need to inform you of via our newsletter, this is a newsletter for the members. I know that many of you have so very much to offer that needs to be shared with the membership. I don't want to take up valuable newsletter space for a message in every issue for the sake of saying that I've done it. But I could not let this first issue following my homecoming go out without saying "Hello, again." I appreciate the opportunity to be back to work that I believe in, that I am fulfilled and stimulated by. The members of the North Carolina Nurses Association make a difference in health care in this state and shape the future of nursing and the nursing profession. That is work that I am proud to be a part of. Thank you for the opportunity to serve you and I want you to know that I will do my very best to support NCNA efforts to make nursing **All** that it can be. That's a promise.

Hazel Browning Moore, R.N., M.S.N.

Tar Heel Nurse Editorial Advisory Committee

Tar Heel Nurse Article Guidelines

The **Tar Heel Nurse** Editorial Advisory Committee has established the following guidelines to be used by members submitting articles for publication.

ARTICLE FORMAT

1. Articles should be double spaced
2. Two to five pages in length
3. Cover sheet with author's name so that blind review is possible
4. Four copies
5. **Tar Heel Nurse** can accommodate charts, diagrams, tables, and graphs.

TIMETABLE FOR SUBMISSION

Deadlines for the **Tar Heel Nurse** are the first day of the odd numbered months. Feature articles need to be submitted two (2) months prior to the deadline for the issue in which it will appear.

PREROGATIVES OF EDITORIAL COMMITTEE

1. Each article will receive a blind review by two members of the committee.
2. Timeliness of articles will be of prime consideration.
3. Committee member will work with author if corrections are needed.
4. Editorial Committee will meet two weeks before the **Tar Heel Nurse** deadline to prioritize articles and make final recommendations to editor.
5. Author will receive notice of publication date.

UNSOLICITED ARTICLES

1. **Tar Heel Nurse** Editorial Advisory Committee welcomes articles written by NCNA members.
2. A query letter should include topic, focus of article, and major points to be covered.

REPRINTS

Articles published in the **Tar Heel Nurse** can be printed elsewhere with permission of the editor.

EDITORIAL REVIEW

Each article submitted will receive an editorial review and a form will accompany articles that need revision.

Staffing Standards

(Continued from page 7.)

Reference List

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Conferences

State

A Conference on Research for Practice entitled "Key Aspects of Recovery: Improving Mobility, Rest, and Nutrition in Infants, Adults, and Elderly" is scheduled for April 6-8, 1989 in Chapel Hill. The conference will focus on the usefulness of the nursing research for practice, strategies for implementation, adaptation to varying settings, and suggestions for experimentation and further systematic research. Limited to 250 participants. For more information, call Ruth Wiese at 919-966-2263.

Wake AHEC and the Department of Family Medicine at UNC-CH is sponsoring a one-day workshop entitled "Incorporating Health Promotion into Long-Term Care Facilities" on April 11, 1989 at the Holiday Inn, Chapel Hill. More information is available by calling Wake AHEC at 919-755-8018.

The NC Council of Operating Room Nurses in conjunction with Wake AHEC is sponsoring a one-day workshop on Saturday, April 22, 1989 at Duke University Medical Center. The workshop is entitled "Neuro-Surgery Update: The Cutting Edge." Cost is $30 including lunch. Call Charlotte Hyer at 919-596-2515 after 6:00 p.m.

The Council of Primary Care Nurse Practitioners is sponsoring their annual Spring Symposium entitled "Nurse Practitioners: For All Life's Seasons." The Symposium will be held at the Holiday Inn Four Seasons on April 26-29, 1989. Early bird registration fee for NCNA members is $100; non members $150. Call NCNA at 919-821-4250 for more information.

The NC Section of NAACOG will hold a conference in Charlotte on May 5-6, 1989 at the Mariott Executive Park. Registration materials for "Approaching a New Decade: OGN Nursing" can be obtained by calling Janice McRorie at 704-536-5406.

Wake AHEC is offering Physical Assessment for Registered Nurses on May 9 and May 16. The cost is $60 for this two-day workshop. Registration will be limited to 18 participants. Call Emily Newkirk at 919-755-8136 for more information.

A Statewide Forum entitled "The Future of Public Health" is based on the implications of the Institute of Medicine's Report on Public Health and will be held in four locations across the state. The dates are: May 11, 1989, Asheville; May 18, 1989, Winston-Salem; June 8, 1989, Greenville; and June 15, 1989, Fayetteville. Cost is $40. To register call 919-966-4032.

National

The National Health Policy Conference is scheduled for April 13-14, 1989 in Washington, D.C. The theme of the conference is "Our Nation Needs a Health Care Agenda. Help Write It." The conference is open to all health care professionals, elected national and state officials, health care consumers from all over the United States. Cost is $250. Write National Health Policy Conference, P. O. Box 33001, Washington, D.C. 20033-0001 for more information.

The third annual conference for all nurses who practice in a critical setting will be held April 20-21, 1989 in Baltimore, MD. The conference is entitled "Critical Care Nursing '89: New Dimensions in Practice." Two pre-conference seminars will be held on April 19. Conference fee is $175. Pre-conference seminars are $94 each. Call The Health and Education Council at 301-686-3610 for more information.

The Emory School of Nursing is holding its Sixth Annual Nurses in Business Conference in Atlanta on April 27-29, 1989. It is aimed at nurse entrepreneurs and nurse executives. Conference fee is $195. Call 404-727-7961 for more information.

The Third National Nursing Conference on Violence Against Women will be held in Concord, CA on May 5-7, 1989. Conference fee is $175. Call Laura Smith McKenna at 415-676-2845 for more information.

"New Frontiers in Patient Education" will be the theme of the Seventh Annual Conference on Prescription Medicine Information and Education. The conference is scheduled for May 8-9, 1989 in Washington, D.C. A highlight of the conference will be the release of a major report on Misuse of Medicine among Children and Teenagers. For more information, call 202-347-6711 or write NCPIE 7th Annual Conference, 666 Eleventh Street #810, Washington, D. C. 20001.

"The Meaning of Health in the Context of Nursing Science" is the theme of Discovery International's Biennial Nurse Theorist Conference. Dates for the event are May 11-12, 1989 in Pittsburgh, PA. In 1987, nurses from thirty-five states and thirteen foreign countries attended the conference. Call 412-391-8471 for more information.

The American Association of Critical Care Nurses is sponsoring a four-day conference May 15-18, 1989 in Atlanta. "Making the Critical Difference" is this year's theme. For more information, contact Paul Krouse at 714-644-9310, ext. 357.

The Oncology Nursing Society is sponsoring its 14th Annual Congress on May 17-20, 1989 in San Francisco. Early registration fees are available. Write Oncology Nursing Society, 1016 Greentree Road, Pittsburgh, PA 15220-3125 for details.

The Yale School of Management is offering its twelfth executive program for health care management. It is an intensive course for those who have policy-making roles in health care. The course is scheduled for June 4-9, 1989 in New Haven, CT. Cost is $2300, including accommodations. Call Elizabeth Stauderman at 203-432-6038 for more information.

Nurses Day
May 6, 1989

North Carolina Association of Nursing Students

The North Carolina Association of Nursing Students has just completed a restructuring that has established four regions that overlay the NCNA districts. Each NCANS region has a coordinator who will serve as liaison between NCNA and the student organization. Regional coordinators are: **Ernest Wheeler,** Charlotte; **Scott Tenney,** Greenville; **Rich Griner,** Chapel Hill; **Jean Hillaker,** Jacksonville.

At the annual NCANS convention, their House of Delegates passed two resolutions. The first opposed the creation of the registered care technologist and encourages members to actively lobby against this proposal. The second supports mandatory annual emissions inspections and maintenance programs for all motor vehicles registered in North Carolina. Further, NCANS supports primary prevention through education of the general public, emissions inspectors, mechanics, and other health care professionals.

Members of NCANS earned over $27,000 this past year and have decided that they will use a portion of the money to send their Board of Directors to the national convention in May.

State News

News Briefs

Mary James, Director of Nursing Education and Coordinator of Health Programs at Fayetteville Technical Community College has been promoted to Dean of Health Programs. She holds a BSN from Florida A & M University School of Nursing, a MSN from the University of North Carolina-Greensboro, and a MA from North Carolina State University in Adult and Community College Education. She has been active in NCNA and is currently President of District 14.

The American Journal of Nursing is offering a review course to students preparing for the Nursing State Boards at MAHEC Department of Nursing in Asheville. The five-day course will run from June 5-June 9. For more information, call 704-257-4425.

The UNC-CH School of Public Health, in conjunction with the Charlotte, Northwest, Mountain, Greensboro, and Fayetteville Area Health Education Centers, is offering its twelfth off-campus Master of Public Health Program. The program requires 12-13 courses for graduation with approximately ten being offered at the AHEC Center in Charlotte. Remaining course work will be offered on weekends or independent guided study modules. For more information, call 919-966-1451 or 919-966-1069.

Critical issues of infant and child health care in America will be the subject of the PBS special entitled "Caring for Tomorrow's Children" which will be aired April 5, 1989 at 10:00 pm. Judy Woodruff of the MacNeil/Lehrer Newshour and Frontline is host for this documentary. It takes an historical look at government's involvement in child health care from 1912 to present. One example of a quality maternal and child health program already in place is "Baby Love" in North Carolina. The program focuses on a provider in Caldwell County and how the "Baby Love" program has dramatically increased the number of high-risk mothers receiving prenatal care.

The Veterans Administration has announced details of the Professional Scholarship Program for 1989-90 school year for nursing students in BSN or Master's degree programs. Each participant would be eligible to receive all tuition and educational expenses plus a stipend of $621 per month for up to two years. Pay-back would be at any VA Medical Center for a year for each year of scholarship support. Deadline is May 29, 1989. Call 1-800-368-5896 for more information.

UNC-CH School of Nursing is offering two Nursing Update courses beginning in September, 1989, and January, 1990. Option A is for nurses who have a current license but have been inactive for three years. Option B is for nurses who are working, but need an educational update on medical and surgical nursing. Call 919-966-3638 for more information.

Calendar of Events

April 4	Convention Program Planning Committee, 10:00-2:00
April 5	Task Force on Nursing Constituencies Roundtable at Sheraton Imperial 2:00-4:00
April 7	PCNP Spring Symposium Committee 9:30 Steering Committee 10:00-1:00 Cabinet on Constituent Associations 10:00-2:00 Task Force on External Constituencies 1:30-4:00
April 12	Council on Medical-Surgical Nursing Executive Committee 10:30-11:30 Council on Medical-Surgical Nursing General Membership 11:30-1:30
April 13	**Tar Heel Nurse** Editorial Advisory Committee 10:00-12:00 Continuing Education Council 12:00-2:00
April 14	Cabinet on Professional and Economic Development 9:30 Cabinet on Government and Health Policy 10:00-2:00
April 20	PAP Workshop, Charter Northridge, Raleigh 8:30-4:15
April 21	NCNA Board of Directors 9:30
April 24	Community Health Council 10:00-2:00
April 25	Task Force on Nursing Constituencies 12:00-4:00
April 26-29	Primary Care Nurse Practitioners Spring Symposium, Greensboro
April 28	Cabinet on Research 10:00-2:00 North Carolina Foundation for Nursing, Inc. 10:00-2:00
May 4	Continuing Education Approval Unit 1:00
May 5	Peer Assistance Program Committee 10:00-2:00
May 6	**NATIONAL NURSES DAY**
May 8	Cabinet on Education and Resource Development 10:00
May 11	Convention Program Planning Committee 10:00-2:00
May 12	Cabinet on Professional and Economic Development 9:30 Cabinet on Government and Health Policy 10:00-2:00 Committee on Credentialing Issues 1:00-4:00
May 17	Council on Gerontological Nursing 10:00, Charlotte
May 19	NCNA Board of Directors 9:00-2:00 ANA Delegate Meeting 2:00-5:00
May 20	N.C. Federation of Nursing Organizations 9:30-12:00 Council of Psychiatric-Mental Health Nurses in Advanced Practice 9:30-12:00
May 22	Continuing Education Provider Unit 12:00-3:00
May 26	Cabinet on Practice 9:45
May 30	ANA Delegate Meeting 10:00-4:00
June 1	Steering Committee 10:00-2:00
June 2	Cabinet on Constituent Associations 10:00-2:00 North Carolina Council on Nursing Shortage 10:00-1:00
June 6-7	ANA Accreditation Visit (Tentative)
June 9	**Tar Heel Nurse** Editorial Advisory Committee 10:00-12:00
June 16	NCNA Board of Directors 9:30
June 19	Council of Primary Care Nurse Practitioners Executive Committee 10:00-3:00
June 22	Convention Program Planning Committee 10:00-2:00
June 23	Peer Assistance Program Committee 10:00-2:00
June 23-26	ANA Convention

Continuing Education

Continuing Education Offerings approved by

North Carolina Nurses Association

02/14/89	1.8	"Peripheral Vascular Disease," NCNA District 20, Rocky Mount (6076)
02/21/89	1.8	"Risk Factors for Cardiovascular Disease," NCNA District 18, Goldsboro (6061)
02/21/89	6.4	"Vascular Module: Critical Care Course, Nash General Hospital, Rocky Mount (6067)
02/22/89	8.7	"Oncology/Chemotherapy," High Point Regional Hospital, High Point (6063)
02/22/89	5.7	"Documentation: An Integral Component," Hospice (6068)
02/23/89	1.2	"Prosthetic Heart Valves," Memorial Mission Hospital, Asheville (6066)
02/28/89	7.2	"Advanced 12 Lead EKG," Catawba Memorial Hospital, Hickory (6062)
03/08/89	2.4	"Nutritional Weaponry for Cholesterol Management," Forsyth County Health Department (6070)
03/09/89	8.4	Preceptor Workshop, High Point Regional Hospital, High Point (6064)
03/10/89	4.2	"Nutritional Update for Children 1-5," E. Newton Smith Public Health Department, Fayetteville (6071)
03/14/89	1.8	"Endometriosis: Causes, Diagnosis and Treatment," NCNA District 20, Rocky Mount (6072)
03/14/89	1.2	"I'd Rather Be A Nurse," NCNA District 35, Henderson (6077)
03/15/89	8.1	"Ethics: A Blueprint for Professional Practice," Charlotte AHEC, (6074)
03/15/89	3.6	"Ethical Dilemmas in Terminal Care," Frye Regional Medical Center, Hickory (6080)
03/17/89	6.4	"Tracking the Moving Target of the ABRA of 1987," UNC-Charlotte (6075)
03/30/89	6.9	"Critical Care Update," Premier Resources, Wilmington (6069)

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Continuing Education

Special Notice

The workshop entitled

"Legal Update for Nursing"

will not be held on May 18-19, 1989.

Two additional times have been scheduled

November 16-17, 1989, Winston-Salem

Continuing Education

The Continuing Education Approval Unit Committee, chaired by Joy Reed and the Continuing Education Provider Unit Committee chaired by Virginia Sullivan, have had some busy months in preparation for the accreditation site visit by ANA to take place later this Spring. NCNA is presently accredited as both an approver and a provider of continuing education. The Approval Unit reviews and approves educational activities throughout the state on an ongoing basis and provides institutional approval for 35 institutions in the state. These institutions, which are primarily hospitals and AHECS, can then approve their own educational activities. The NCNA Provider Unit provides NCNA with an internal mechanism for program approval. NCNA workshops such as "A Day at the Legislature" are approved through the Provider Unit as are convention programs, district programs and others. "Legal Update," a one and one-half day workshop, will be presented by the Provider Unit Committee. (Additional information about the Provider Unit will be forthcoming in future issues of the **Tar Heel Nurse**).

Both the Approval Unit and the Provider Unit were accredited in 1985 for an approval period of four years. Following the 1989 visit, the length of the approval period is expected to be extended to six years. The accreditation process requires the preparation of a written self-study that entails the development and revision of policies and the compilation of an array of supportive data. The final report was mailed to ANA in mid February and represents a great deal of effort on the part of committee chairs, members and NCNA staff.

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Nurses Change Lives

National Nurses' Day May 6, 1989

American Nurses' Association

NORTH CAROLINA
NURSES ASSOCIATION
P.O. Box 12025
Raleigh, North Carolina 27605

Vol 51 No. 2 Mar-Apr 1989

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Information for Authors

The TAR HEEL NURSE welcomes manuscripts from members of the North Carolina Nurses Association. Manuscripts should be addressed to Editor, TAR HEEL NURSE, P.O. Box 12025, Raleigh, NC 27605. Articles will be considered for publication on the condition that they are submitted solely to the TAR HEEL NURSE. Manuscripts should be typed, double spaced. The author's name, title, employer, district membership, and complete address should be included.

Deadline

Manuscript and ad copy submitted for publication consideration must be received at NCNA Headquarters by the first day of odd numbered calendar months preceding publication date. All submissions are subject to editing and none will be returned.

Advertising

For information and rates on ads, please call North Carolina Nurses Association, (919) 821-4250.

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Vol. 51, No. 3 OFFICIAL PUBLICATION OF THE NORTH CAROLINA NURSES ASSOCIATION May-June 1989

Historical Marker Unveiled at NCNA Founder's Birthplace

Saturday morning, May 6, dawned a beautiful sunny morning as a group of nurses and interested citizens gathered at the corner of State Road 1308 and NC Highway 39 just outside Henderson in Vance County. The occasion was the unveiling of a historical marker to mark the birth place of Mary Lewis Wyche. Ms. Wyche was the primary moving force in organizing the Raleigh Nurses' Association in 1901 which spawned the birth of the North Carolina State Nurses' Association in 1902.

Mike Hill of the N.C. Department of Cultural Resources was present as a representative of the state agency which coordinates the historical marker program. Mr. Hill told the group that Ms. Wyche was only the 14th woman to be honored by a historical marker out of the more than 1300 markers erected across N.C. And she is the **only** nurse to be so recognized.

Frances Miller, former executive director of NCNA, encapsulated the life and accomplishments of Mary Lewis Wyche. Born in 1858, Ms. Wyche graduated from Henderson College in 1889, then helped to educate younger brothers. She later directed her energies to choosing her own life's work. While she considered medicine, she finally chose nursing. At age 36, she graduated from Philadelphia General Hospital School of Nursing and returned to North Carolina, where she was to make a strong impact on nursing education and the organization of nurses in her native state. Ms. Wyche organized the Rex Hospital Training School for nurses in 1894, the first school of nursing in N.C. In 1901, she attended a meeting of the International Council of Nursing in Buffalo and came home fired by the discussion on need for legislation requiring registration of nurses. Later that year she organized the Raleigh Nurses' Association which in 1902 became the North Carolina State Nurses' Association. This group of 15 nurses successfully lobbied in 1903 for a compulsory nurse registration law, the first such law in the nation.

Nurses unveil historical marker near Mary Wyche birthplace.

Throughout her career, Mary Lewis Wyche held many offices in nursing organizations and was a leader as well in nursing education, nursing services and in establishing a home for nurses suffering from tuberculosis. It was called "Dunnwyche" for the two nurses who spearheaded the project--Birdie Dunn and Mary Lewis Wyche. NCNA made her its honorary president for life.

One of her last endeavors following retirement was to compile a history of nursing in N.C. Ill health and her death prevented her from completing her work. NCNA commissioned Edna Heinzerling to complete the document and it was published in 1938, the only published work we have of the early history of nursing in this state, covering nursing up to 1930. During its 75th anniversary year, NCNA had this history reprinted.

Nurses are indebted to Mary Lewis Wyche for the start of nursing education in this state, for bringing nurses together to work toward their common goals, for promoting the status of nursing in its infancy as a profession, for starting the foundation for nursing's legal base and for recording the history of nursing and all these efforts in this state for succeeding generations.

It is fitting that this momentous occasion occurred on May 6, Nurses' Day. When members of the local district, NCNA District 35, released the cover and unveiled the marker, it was one of those special moments in time. The unveiling of this marker acknowledged the mark on history made by a nurse and acknowledged nursing and it's professional organization as a positive force in the contemporary history of health care. The event finale was sponsored by members of NCNA District 35, a lovely reception at Vance Granville Community College--a nice ending to what can truly be acknowledged as a marker day for North Carolina nurses.

Hope your Nurses' Day was real special.

ANA Convention

Delegates to Meet in June

North Carolina nurses continue to prepare for the 1989 meeting of the American Nurses' Association House of Delegates to be held in Kansas City during June 23-26. The headquarters hotel for NCNA President Jo Franklin, NCNA staff and most of the delegation will be the Allis Plaza Hotel.

The last issue of the **Tar Heel Nurse** carried on the front page a story about the upcoming House of Delegates meeting, focusing primarily on the Commission on Organizational Assessment and Renewal (COAR) report. A summary of the COAR report and other information about this important item of business is included in the April issue of **The American Nurse.** Delegates to the business meeting will also be involved in election of new association officers. The proposed slate of candidates for second vice president, secretary, members of the board of directors, ANA cabinet members and members of the Nominating Committee is presented in the March issue of **The American Nurse**. NCNA's own **Frank Moore** is a candidate this year for reelection to the ANA Cabinet on Economic and General Welfare. Frank was originally elected to the cabinet in 1987. On Saturday, June 24, NCNA will join other southeastern states in hosting a hospitality hour to feature the beauty and diversity of our respective states and to acquaint other delegations with our southeastern candidates.

The 1989 ANA House of Delegates will address a proposal by the ANA Board of Directors for a dues increase of $30. The March issue of **The American Nurse** presents a full page article outlining the need for the dues increase and how the monies would be allocated if approved by the House of Delegates.

Input from the NCNA membership to the North Carolina delegation to the 1989 ANA House of Delegates meeting is very, very critical. Your elected representatives **want** and **need** to know your position on the issues which they must address on your behalf. As indicated in the March/April issue of the **Tar Heel Nurse**, the North Carolina delegation will meet at NCNA headquarters on May 19 from 2:00 pm to 5:00 pm and again on May 30 from 10:00 am until 4:00 pm to prepare for the 1989 business meeting. You are invited and encouraged to attend to have your voice heard. If you are not able to be present, please feel free to contact any member of the delegation (all were listed in the March/April issue of this newsletter) or call NCNA staff at (919) 821-4250 and they will be happy to convey your concerns/issues to the delegates when they convene. You may not be able to be in Kansas City in June but you can still exercise your right to have a voice in the future of the nursing profession and your association. Don't miss your chance to do so.

NCNA Cabinet on Research

is sponsoring a Research Poster Award

All researchers are invited to submit abstracts for consideration for poster presentation.

Deadline for submission of abstract is August 1, 1989

Poster Award of $25 will be presented to a previously unpublished researcher.

Researchers must be members of NCNA.

Call NCNA for information on recommended format for abstract.

ANA Plans for National Awards

The American Nurses' Association is already preparing for the 1990 biennial convention to be held in Boston, Massachusetts. During that event, ANA will present awards for outstanding accomplishments and service to the profession and the organization. Nominations are being solicited for this variety of awards and are requested by October 13, 1989.

All nominations must be signed and submitted by an official of a state nurses association (SNA). The awards committees will consider only those forms signed by an SNA. The NCNA Board of Directors will consider this matter as an agenda item at a board meeting in the near future. Members of NCNA are encouraged to provide input about potential nominees to the Board of Directors.

Award categories include the following: the Distinguished Membership Award for contributions to the American Nurses' Association; the **Honorary Nursing Practice Award** for advancing the profession through exemplary direct patient care; the **Honorary Recognition Award** for distinguished service or valuable contributions to the nursing profession; the **Mary Mahoney Award** for opening and advancing opportunities in nursing to members of minority groups; the **Pearl McIver Public Health Nurse Award** for outstanding contributions to public health nursing; the **Jessie M. Scott Award** for demonstrating the interdependence of nursing education, nursing practice, and nursing research; the **Shirley Titus Award** for contributions to ANA's economic and general welfare program; the honorary **Human Rights Award** recognizing outstanding commitment to human rights and exemplifying the essence of nursing's philosophy about mankind; and the **SNA Affirmative Action Award** for demonstrating outstanding development in implementation of affirmative action policy and programming which encourages the elimination of all barriers preventing the full participation of minorities in the total organizational programming.

Please support the NCNA Board of Directors by providing input to them about potential nominees. The national awards offer a vehicle by which we can recognize the professional contributions of our peers.

Board News

Actions of the Board

At a meeting on March 23, the NCNA Board of Directors:

- Received a report on the February 27 meeting conducted by the N.C. Board of Nursing.
- Received a report of the February Constituent Forum meeting regarding the COAR report.
- Ratified action of the Executive Committee recommending Hilda Newton as NCNA's nominee for the 1989 ANA Search for Excellence award.
- Approved the allocation of $4,000 from funds received in the 1988 General Assembly appropriation for the purchase of brochures and booklets featuring information about nursing education opportunities.
- Appointed an ad hoc committee to review association goals and priorities and prepare a proposal to go to the 1989 NCNA House of Delegates.
- Directed staff to coordinate requests for expenditure of funds received in the 1988 General Assembly appropriation.
- Disapproved a proposal to purchase production and television air time for nursing advertisements.
- Received a report from the executive director about headquarters activities.
- Approved the allocation of $500 to fund a staff development retreat.
- Voted not to support a long term care insurance proposal sponsored by American Express.
- Received a report from the North Carolina Foundation for Nursing.
- Approved a motion to respond to the UNC Board of Governors urging them to support generic baccalaureate nursing education and requesting the opportunity to meet with the UNC Board of Governors Committee on Educational Planning, Policies and Programs to discuss the issue with them.
- Provided input to the Cabinet on Marketing regarding a recruitment video currently under development.
- Received a report from the Committee on Credentialing Issues.
- Received as information a report from the Nominating Committee.

PRESIDENT'S MESSAGE

Jo Franklin

It's hard to believe that there is less than six months left in this biennium! That means that I have only six months left to be your president. This seems an appropriate time for reflecting upon where we have been and where we need to go. My first and foremost goals now are to ensure that the internal structure is strong, the loose ends from the Board of Directors are tied up, and a dynamite convention is ready to kick off the next biennium. These are already lining up. As we wind down the first full biennium of the new structure, it seems that the structure is serving us well. Familiar roles and responsibilities were realigned under new cabinets. New roles were developed under two brand new cabinets--Research and Constituent Associations. Your cabinet chairpersons have provided leadership to their members and have struggled to clearly chart the course of their groups in the manner provided for in the bylaws. The practice councils have become vigorous again, providing educational and networking opportunities for their members.

Under the guidance of our new executive director, staff assignments have been realigned, office space has been reallocated, and new equipment is being purchased to improve the efficiency of our dedicated staff. Files are being reorganized and workload is being carefully evaluated. Internal operating policies are being compiled. Board policies are being reviewed to ensure compliance with the new bylaws structure. Some interior redecorating is being planned to brighten and upgrade the office environment.

Our ANA delegates are preparing themselves for the ANA House of Delegates meeting in Kansas City in June. The COAR report, bylaws changes and the dues increase promise to make the discussions lively, if not heated. We have tried to provide opportunities for each of you to have input into our statewide deliberations on these important topics. Please remember that you can always voice your concerns to a board member or a staff member, either by phone or in writing. NCNA continues to structure its activities around the needs of its members.

And the best is yet to come! Convention '89 will be an event you don't want to miss. Mark your calendars now and plan to bring a colleague. The next issue of the THN will feature a special convention section that will include all the details of this information-packed event. It will provide information on all the candidates as well. Watch for it in your mailboxes this summer.

"The Mystifying Pay Equity"

sponsored by

North Carolina Equity and Z. Smith Reynolds

Co-sponsored by NCNA and other interested organizations

July 15, 1989 9:00 am to 5:00 pm

Keynote Address: Nina Rothschild

Director of State Office of Personnel, State of Minnesota

Call: NC Equity at 1-800-451-8065 or NCNA at 919-821-4250 for more information and brochures

Legislative Update

To date, NCNA is tracking 172 bills in the House and 101 in the Senate that pertain to health care issues. Of the 273 bills in both houses, 44 are companion bills meaning that the identical bill has been introduced into both houses. The bills introduced by the Legislative Study Commission on Nursing fall into this category. The health care bills represent 12% of all bills in the House and 13% of all bills in the Senate.

Of prime importance at this time is the May 11, 1989 deadline for a bill to have passed one house of the General Assembly. Any bill which has not been sent to the other house by that date cannot be considered in this session. At this point, 14 health care bills have passed the House and 8 have passed the Senate. Fortunately, four of the nursing bills fall into this category.

NCNA is monitoring bills in fourteen general areas which are: abortion, aging, AIDS, drug (criminal and impairment), driving while impaired, environmental, handicapped, health care insurance, licensure of other health care professionals, maternal child health, medicaid, mental health, nursing, and political action committees. In addition, there are thirty-one miscellaneous bills dealing with such diverse issues as proper use of anabolic steroids, HMO solvency, prisoner's responsibility for medical costs, and the right to nutrition and hydration.

Nursing Commission Holds Press Conference

On Tuesday, March 28, 1989, the Legislative Study Commission on Nursing held a press conference to announce the release of the official report of the Commission. NCNA played an active role in putting together this press conference by writing the press release which included background material on the nursing shortage and sending the release to every radio and television station and newspaper in the state.

Coverage of the event was extensive. Nine television stations and several newspapers were present. Co-Chairmen Representative Martin Nesbitt and Senator Marvin Ward gave a brief historical sketch of the nursing shortage and how the critical nature of the shortage at NC Memorial Hospital in Chapel Hill prompted the General Assembly to appropriate $3,500,000 in the 1988 short session to raise nurses' salaries in state institutions.

Saundra Shay, Chairman of the Cabinet on Government and Health Policy was asked to make a statement about the positive impact these bills would have on the nursing shortage. Her presentation included the following remarks:

"Today is a red letter day for nursing and for health care of the citizens of North Carolina. Nurses are the largest single provider group of health care in this state, but the profession currently faces a unique and critical shortage. The very fact that nurses are few in number at this landmark event today makes a statement about how critical the situation is. I have personally had many conversations with nurses over the past few days who indicated how much they wanted to be present at this event. **They are not here.** They are where they are needed - by their patient's bedside, in public health department clinics, in homes teaching families to care for aging or ill loved ones, in cancer clinics, in industrial employee health centers, in physician's offices, and in the public schools with our children. They are there because there was no one there to take their place. Nurses continue to do everything possible to meet the needs of the citizens they are serving, but the situation is not improving."

Dr. Shay and Representative Nesbitt appeared on **Stateline** that evening. **Stateline** is the public television program that monitors the activities of the General Assembly. Dr. Shay was able to emphasize the importance of these bills in terms of recruiting bright and talented young people into the profession.

Current Status of Nursing Bills

H316 (Nursing Scholars) passed the House on April 5, 1989 with a vote of 104-0. H320 (Nursing Shortage Alleviation Act) passed a week later on April 11, 1989 with a vote of 111-0. Both bills were sent to the Senate where H316 was referred to Appropriations and H320 was referred to Rules.

S245 (Health Care Licensing) passed the Senate on March 30, 1989 with an amendment which deleted the provisions for licensing home health agencies. S242 (Nurse Aide Registry) passed the Senate on April 6, 1989 with a 46-0 vote. Both bills were sent to the House where S242 was given a favorable report from the subcommittee on Revenue Laws. It will now be heard by the full Finance Committee. S245 has been referred to Human Resources/Health Committee.

These four nursing bills are entirely substance bills. Senator Marvin Ward and Representative Martin Nesbitt, Co-Sponsors, decided to remove any appropriations from these bills so that they might pass with the understanding that no proposed programs can go into effect without the accompanying appropriations bill.

NURSING ALERT

H318 and S244 are the companion appropriations bills. They are currently in the Appropriations Committees in their respective houses. It is extremely important that the legislators serving on these Appropriations Committees are contacted by their nurse constituents to let them know how vitally important these proposed solutions are to the nursing shortage. Emphasize the relative low expenditure of monies to accomplish the Nursing Scholars Program and other measures dealing with recruitment and retention. The total cost during the first year of the biennium is $2.5 million. An additional $3,000,000 has been allocated to the Community College system to enhance their nursing education program. A list of the Committee members, phone numbers, and legislative addresses appears in a box at the end of this article. Please make these calls or write as soon as possible.

Update on Adolescent Pregnancy Prevention

Sheila Cromer, member of the NCNA Cabinet on Government and Health Policy, addressed a public hearing on the establishment of an independently appointed Adolescent Pregnancy Prevention Commission. Her statement said that "the proposed board is quite broad and representative of all parties most concerned with the adolescent pregnancy issue. The standards that would be established for funding local projects through this Commission are both realistic and comprehensive. One of the key components is the involvement of community volunteers in any project funded by the Commission." The proposed Commission was receiving a lot of opposition from groups who were opposed to school-based clinics. Two of the existing projects have clinics, but the rest are housed within the community.

On April 26, 1989, the subcommittee on Families, Children, and Youth gave a 4-to-3 negative report to the full Human Resources Committee on this proposed Commission.

Licensure of Allied Health Professionals

To date the NCNA Cabinet on Government and Health Policy has reviewed three proposed bills dealing with licensure of

Legislative Update

other health professionals. NCNA was approached in August to support legislation giving licensure to Respiratory Care Therapists. The request included a copy of the 1987 proposed licensure act. The Board of Directors decided to not actively oppose this bill. When the 1989 bill was introduced this session, there were several changes from the 1987 bill, and it was felt that the Cabinet on Government and Health Policy should review this new edition.

Some of the concerns included 1) not limiting administration of pharmacologic agents to those that are inhaled, 2) the role the respiratory care therapist would play in a "code", 3) the term "responsible for treatment" as opposed to "responsible for the implementation of treatment," and 4) a specific note that nothing in the article would restrict the practice of medicine, but not a corresponding note concerning nursing.

The Cabinet recommended and the Board of Directors concurred that NCNA would oppose licensure of the Repiratory Care Therapist and would further bring these concerns to legislators serving on committees involved in these licensure deliberations.

The Cabinet decided to approach the Dietetic Association and ask for clarification of one section of their proposed bill. The Dietetics/Nutrition Practice Act included the use of the word "incidental" in the following statement:

"The requirements of this Chapter shall not apply to 1) a health care professional licensed under the laws of the State who engages in the practice of dietetics/nutrition when it is **incidental** to the practice of his or her profession."

The word "incidental" is used in the ordinary dictionary sense. No recommendation has been given until this item is clarified.

The third proposed bill would license the Radiation Technologist. NCNA has decided to remain neutral on this bill.

Contact Your Legislator Now...Here are the "How-to's"

The House Appropriations Committee is composed on all members of each of seven subcommittees. At this writing, H318 (Nursing Program Funds) has been sent to Appropriations, but had not been referred to one of the subcommittees. It is quite likely that this bill will be sent to either Education, Human Resources, or Special Programs. Regardless, it will eventually be reported back to the full Appropriations Committee so that it is important that each member of the full committee is contacted. For those members serving on one of the three subcommittees indicated above, emphasize that particular area of the bill. At this point to implement the entire package for the first year of the biennium, the cost would be $2,720,000. (This figure does not include the $3,000,000 proposed to enhance the nursing program in the Community College system.) When contacting your legislator(s) refer to the chart on the Summary of Cost of Proposals for 1989-90 appearing in this issue of the **Tar Heel Nurse** and the bills as reproduced in the January-February **Tar Heel Nurse.** Listed below are the names, phone numbers, and Raleigh addresses of all members of the House Appropriations Committee. If the office number is a three digit number, the office is located in the Legislative Office Building (LOB). If it is a four digit number, the office is located in the Legislative Building (LB). The zip code for all offices is Raleigh, NC 27611.

House Appropriations Committee

David Diamont, Chair, Pilot Mt., 733-5829, 635 LOB

Capital Outlay and Special Programs
George Holmes, Co-Chair, Hamptonville, 733-5900, 1109 LB
Gene Wilson, Co-Chair, Boone, 733-5747, 535 LOB
Liston Ramsey, Vice-Chair, Marshall, 733-5606, 2217 LB
Don Beard, Fayetteville, 733-5864, 2311 LB
W. W. Dickson, Gastonia, 733-5602, 1426 LB
C. R. Edwards, Fayetteville, 733-5773, 2223 LB
David Flaherty, Lenoir, 733-5661, 1019 LB
Herman Gist, Greensboro, 733-5777, 537 LOB
Walter Jones, Farmville, 733-9596, 600 LOB
Leo Mercer, Chadbourn, 733-5986, 1430 LB

Education

Jim Crawford, Co-Chair, Oxford, 733-5608, 2303 LB
John Tart, Co-Chair, Goldsboro, 733-5824, 1301 LB
Frank Sizemore, V-Chair, Greensboro, 733-5822, 1106 LB
Dan Blue, Raleigh, 733-5597, 2309 LB
Howard Chapin, Washington, 733-5772, 1325 LB
Joe Hege, Lexington, 733-5788, 1403 LB
Martin Nesbitt, Asheville, 733-5601, 2215 LB
Lois Walker, Statesville, 733-5907, 512 LOB
Alex Warner, Hope Mills, 733-5603, 2305 LB
Peggy Wilson, Madison, 733-4838, 511 LOB

Human Resources

Ann Duncan, Co-Chair, Pfafftown, 733-5477, 639 LOB
Larry Ethridge, Co-Chair, Wilson, 733-5938, 502 LOB
Sidney Locks, V-Chair, Lumberton, 733-5959, 638 LOB
Charles Cromer, Thomasville, 733-5974, 506 LOB
Nick Jeralds, Fayetteville, 733-5779, 1218 LB
Annie Kennedy, Winston-Salem, 733-5706, 603 LOB
Edith Lutz, Lawndale, 733-5784, 606 LOB
Edd Nye, Elizabethtown, 733-5780, 610 LOB
Paul Stam, Apex, 733-5782, 1317 LB
Betty Wiser, Raleigh, 733-5852, 1213 LB

Public Safety

Doris Huffman, Co-Chair, Newton, 733-5858, 640 LOB
Larry Justus, Co-Chair, Hendersonville, 733-5956, 1015 LB
Jack Hunt, Vice Chair, Lattimore, 733-5732, 2213 LB
Gerald Anderson, New Bern, 733-5898, 614 LOB
Stephen Arnold, High Point, 733-5872, 1424 LB
Anne Barnes, Chapel Hill, 733-5607, 609 LOB
Fred Bowman, Burlington, 733-5805, 1311 LB
Harold Brubaker, Asheboro, 733-5849, 503 LOB
Bertha "B" Holt, Burlington, 733-5801, 608 LOB
Howard Hunter, Conway, 733-5806, 1420 LB

Natural and Economic Resources

Bruce Ethridge, Co-Chair, Beaufort, 733-5973, 633 LOB
David Redwine, Co-Chair, Shallotte, 733-5787, 632 LOB
Stine Isenhower, V-Chair, Conover, 733-5903, 501 LOB
Marie Colton, Asheville, 733-5749, 2219 LB
Dan DeVane, Raeford, 733-5830, 1309 LB
Teresa Esposito, Winston-Salem, 733-5905, 507 LOB
Charlotte Gardner, Salisbury, 733-5904, 1021 LB
Vernon James, Elizabeth City, 733-5878, 611 LOB
Harry Payne, Wilmington, 733-5191, 2322 LB
Johnathan Rhyne, Lincolnton, 733-9892, 300 LOB

Legislative Update

General Government

Ruth Easterling, Co-Chair, Charlotte, 733-5786, 636 LOB
Mickey Michaux, Co-Chair, Durham, 733-7727, 631 LOB
Michael Decker, V-Chair, Walkertown, 733-5988, 1023 LB
Howard Barnhill, Charlotte, 733-5828, 1002 LB
Charles Beall, Clyde, 733-5859, 530 LOB
Narvel Jim Crawford, Asheville, 733-5886, 1012 LB
Arlie Culp, Ramseur, 733-6659, 1415 LB
Bill Hurley, Fayetteville, 733-5771, 2119 LB
Doris Lail, Lincolnton, 733-5609, 1409 LB
John Weatherly, Kings Mountain, 733-5889, 504 LOB

Highway Fund

John B. McLaughlin, Co-Chair, Newell, 733-5906, 637 LOB
Barney Woodard, Co-Chair, Princeton, 733-9608, 2301 LB
Bobby Barbee, Vice Chair, Locust, 733-5908, 1025 LB
David Balmer, Charlotte, 733-5901, 505 LOB
JoAnne Bowie, Greensboro, 733-5605, 1209 LB
John Church, Henderson, 733-5604, 2307 LB
Billy Creech, Wilson's Mills, 733-5751, 540 LOB
Jo Graham Foster, Charlotte, 733-2962, 613 LOB
Gordon Greenwood, Black Mountain, 733-9609, 2211 LB
Beverly Perdue, New Bern, 733-5058, 602 LOB

The Senate Appropriations Committee will be dealing with S243/H316 (Nursing Scholars), S244 (Nursing Programs Funds), and S246/H320 (Nursing Shortage Alleviation Act). The Senate versions of S243 and S246 did not remove the appropriations figures therefore all three Senate bills will be dealt with. These bills will probably be sent to the Human Resources Committee. The financial obligations remain the same so be sure to review the Summary of Cost information before contacting your Senator.

Appropriations Committee

Kenneth Royall, Chair, Durham,733-5870, 300 LOB
George Daniel, Vice Chair, Semora, 733-5955, 2106 LB
Wendell Murphy, Vice Chair, Rose Hill, 733-5748, 520 LOB
David Parnell, Vice Chair, Parkton, 733-9349, 621 LOB
Aaron Plyler, Vice Chair, Monroe, 733-5739, 629 LOB
Donald Kincaid, Vice Chair, Lenoir, 733-5745, 1119 LB
Frank Ballance, Warrenton, 733-5659, 1402 LB
Bill Barker, Oriental, 733-5734, 624 LOB
Marc Basnight, Manteo, 733-4409, 627 LOB
Frank Block, Wilmington, 733-7223, 518 LOB
Howard Bryan, Statesville, 733-5783, 1102 LB
Bob Carpenter, Franklin, 733-9146, 1419 LB
Richard Chalk, High Point, 733-5665, 1101 LB
Larry Cobb, Charlotte, 733-5742, 1118 LB
Betsy Cochrane, Advance, 733-7850, 1117 LB
Richard Conder, Rockingham, 733-5705, 525 LOB
Leo Daughtry, Smithfield, 733-5875, 517 LOB
James Ezzell, Rocky Mount, 733-5652, 2003 LB
Bill Goldston, Jr., Eden, 733-5856, 519 LOB
A. D. Guy, Jacksonville, 733-5804, 2115 LB
C. W. Hardin, Canton, 733-7659, 1414 LB
Ollie Harris, Kings Mountain, 733-5880, 2113 LB
Ralph Hunt, Durham, 733-5655, 521 LOB
Wanda Hunt, Pinehurst, 733-5664, 2217 LB
Jim Johnson, Concord, 733-5708, 1121 LB
Joe Johson, Raleigh, 733-5651, 2001 LB
Ted Kaplan, Lewisville, 733-4599, 526 LOB
Bob Martin, Bethel, 733-2055, 620 LOB
Bill Martin, Greensboro, 733-5707, 628 LOB
Helen Marvin, Gastonia, 733-5953, 623 LOB
Fountain Odum, Charlotte, 733-3272, 1406 LB
Jim Richardson, Charlotte, 733-5620, 522 LOB
Sandy Sands, Reidsville, 733-5694, 524 LOB
Dan Simpson, Morganton, 733-5743, 1120 LB
Jim Speed, Louisburg, 733-5850, 2014 LB
Bob Swain, Asheville, 733-5874, 2011 LB
Tom Taft, Greenville, 733-3460, 2111 LB
Lura Tally, Fayetteville, 733-5650, 1113 LB
Russell Walker, Asheboro, 733-5621, 625 LOB
Marvin Ward, Winston-Salem, 733-4949, 622 LOB

Appropriations - Education

Marvin Ward, Chair, Winston-Salem, 733-4949, 622 LOB
Richard Conder, V-Chair, Rockingham, 733-5705, 525 LOB
Richard Chalk, High Point, 733-5665, 1101 LB
George Daniel, Semora, 733-5955, 2106 LB
Wendell Murphy, Rose Hill, 733-5748, 520 LOB
Dan Simpson, Morganton, 733-5743, 1120 LB
Bob Swain, Asheville, 733-5874, 2011 LB
Tom Taft, Greenville, 733-3460, 2111 LB

Appropriations - Human Resources

Russell Walker, Chair, Asheboro, 733-5621, 625 LOB
Jim Richardson, Vice Chair, Charlotte, 733-5620, 522 LOB
Betsy Cochrane, Advance, 733-7850, 1117 LB
Bob Carpenter, Franklin, 733-9146, 1419 LB
James Ezzell, Rocky Mount, 733-5652, 2003 LB
Ollis Harris, Kings Mountain, 733-5880, 2113 LB
Ralph Hunt, Durham, 733-5655, 521 LOB

Summary of Cost of Proposals - 1989-90

	Amount
Salary:	
Salary practice models	$ 50,000
Fringe benefits grants	$ 30,000
Productivity experiments	$ 100,000
Plan career/pay deduction	$ 50,000
Subtotal: Salary	**$ 230,000**
Retention:	
Innovative retention projects	$ 75,000
AHEC retention	$ 225,000
Plan Center for Nursing	$ 75,000
AHEC Pilot Institutes	$ 100,000
Subtotal: Retention	**$ 475,000**
Recruitment:	
Clinical sites	$ 100,000
AHEC new graduates	$ 50,000
AHEC/Public Schools	$ 75,000
Media campaign	$ 100,000
School recruitment grants	$ 75,000
AHEC recruitment efforts	$ 125,000
Refresher courses	$ 75,000
Subtotal: Recruitment	**$ 600,000**
Education:	
Enrollment and educational mobility	$ 240,000
Need-based scholarships	$1,000,000
Scholarship administration	$ 100,000
Subtotal: Education	**$1,340,000**
Commission on Nursing	$ 75,000
TOTAL	$2,720,000

Steering Committee

A primary focus of the Steering Committee at this point is on the activities of the various task forces. Much of the work of certain task forces will be done after the Task Force on Nursing Constituencies has carried out its charge.

Nurses Roundtable

The first N.C. Nurses Roundtable was convened at the Sheraton Imperial, Research Triangle Park, on April 5, 1989. The purpose of the Roundtable was to bring together representatives of North Carolina nursing organizations to discuss the main motions on entry into practice from the 1988 NCNA House of Delegates. Invitations were extended to representatives of all known nursing organizations. A list of the organizations invited is shown at the end of this column. A total of 40 attended the Roundtable, representing 25 organizations.

The Roundtable was sponsored by the NCNA Task Force on Nursing Constituencies, chaired by Sally Todd. The Task Force was established in 1986 as a sub-unit of the Steering Committee and has as its charge: "To develop and implement plans, strategies and mechanisms for communicating and sharing information with and gathering input from all nursing constituencies regarding the entry into practice issue and NCNA goals."

Following the introduction of participants at the Nurses Roundtable, a lively discussion ensued. Several members shared position papers developed by their organizations at the state or national levels. Issues, questions and concerns which arose included the following:

- The future status of LPN's and diploma nurses' needs to be addressed.
- Articulation between associate degree and baccalaureate education needs to be standardized.
- The scope of practice for two levels of nursing needs to be developed .
- Financial support needs to be equally accessible for both educational levels.
- The question arose regarding the first possible date that two levels of nursing practice could be introduced into the legislature.
- It is essential to address the impact of "entry" on hospital nursing practice.
- Funding sources for continued study of the entry issue need to be considered.

Interestingly enough, no statement was made against two levels of practice in the future.

The next meeting of the Roundtable will be held on May 31, 1989, from 2:00pm to 4:30pm at the Sheraton Imperial. Discussion of the above issues will be continued.

Organizations invited to the Roundtable, April 5, 1989 are listed below:

1) NC League for Nursing
2) NC Council of Deans and Directors of Baccalaureate and Higher Degree Nursing Programs
3) American Association of Colleges of Nursing-NC
4) NC Council of ADN Programs
5) NC Conference of Directors of ADN Programs
6) NC Alliance of Diploma Schools of Nursing
7) NC Association of Practical Nurse Educators
8) NC Organization of Nurse Executives (NCONE)
9) NC Board of Nursing
10) NC Federation of Nursing Organizations
11) NC AHEC Nurses Council
12) NC LPN Association
13) Sigma Theta Tau
14) Nurses Association of the American College of Obstetricians and Gynecologists (NAACOG-NC)
15) NC Council of Operating Room Nurses
16) American College of Nurse Midwives-NC
17) NC Association for Long Term Care Nurses
18) NC Association of Practitioners in Infection Control
19) NC Association of Occupational Health Nurses
20) NC Association of Neuroscience Nurses
21) NC Emergency Nurses Association
22) NC Division of Health Services
23) Pediatric Nurse Practitioners-NC
24) NC Council of Rehabilitation Nurses
25) NC Association of Nurse Anesthetists
26) NC Foundation for Nursing
27) National Association of Orthopedic Nurses-NC
28) NC Council of Nurse Practitioners
29) Oncology Nurses Association-NC
30) NC Chapter National IV Therapy Association
31) NC Association of Public Health Administrators
32) Holistic Nurses Association-NC
33) Black Nurses Association-NC
34) NC Nephrology Nurses Association
35) NC Association of Nursing Students (NCANS)
36) American Association of Critical Care Nurses-NC
37) NC Home Care Association

NOTE:This list has been compiled from a variety of resources and represents the nursing organizations in NC which can be contacted at present. If you recognize an omission of an official nursing organization, please contact NCNA at 919/821-4250 and include the name, address and telephone number(s) of the current contact person. Your assistance is appreciated.

Report of Other Task Forces

The Task Force on External Constituencies has been meeting on a regular basis and held a joint meeting with the Task Force on Nursing Constituencies early this year. In summary, the Task Force on External Constituencies plans to begin networking with outside groups after the groundwork has been laid by Nursing Constituencies. The need for a position paper with a common message and rationale was identified and has been drafted.

The Task Force on Legislative/Political Strategies is expected to meet in the next few weeks

The Task Forces on Scope of Practice and Statewide Educational Needs are expected to meet in the near future. Updates on the work of the task forces will be continued throughout the year.

Sally Todd , center, convenes N.C. Nurses Roundtable

Budget 1989

Income

Membership Dues	$229,000
Tar Heel Nurse	5,000
Convention	56,000
Workshops	16,213
Rent	21,625
CE Approval	10,750
Interest	13,725
Nurses Notes from the Capital	2,400
Sale of "Guidelines" Series	5,500
Sale of Membership Lists	4,000
Sale of Merchandise	6,500
Directories	23,250
Miscellaneous	1,000
Subtotal	394,963
Revenue brought forward from FY1988	+ 33,519
TOTAL INCOME	$ 428,482

Expenses

Special BusinessServices	18,000
Bonding, Taxes, Insurance	1,900
Property	43,000
Equipment Maintenance	2,500
Office Supplies	3,962
Printing	18,878
Postage	5,580
Telephone	4,660
Personnel (Salaries)	159,300
Personnel (Benefits @ 15%)	23,895
Staff Development	1,500
Travel	7,500
Dues	1,000
ANA Accreditation	675
Member Development	7,797
Tar Heel Nurse	18,864
Nurses Notes from the Capital	1,372
Guidelines Series	2,000
Subscriptions/Legislative Bulletin	1,500
Convention	30,000
Workshops	12,470
Directories	19,026
Merchandise for Resale	5,000
Contingency Fund	10,000
Capital Expense	20,000
TOTAL EXPENSE	428,482

Program Allocations

Board of Directors **$41,802**
House of Delegates, Finance Committee, Bylaws Committee, Resolutions Committee, Nominating Committee Meetings, Tar Heel Nurse, Council on Nursing Shortage, ANA Convention Delegates, Leadership Day

Steering Committee **12,411**
Task Forces on Nursing Constituencies, Data Analysis, Legislative and Political Strategies, Statewide Educational Needs, Scope of Practice, Cost Analysis/Fund Raising, External Constituencies

Cabinet on Constituent Associations **3,235**
Constituent Forum, District President's Newsletter, District Leadership Day

Cabinet on Education and Resource Development **5,072**
ANA Accreditation, CEAU, CEPU, Councils on Nursing Education and Continuing Education

Cabinet on Government and Health Policy **13,793**
Day at the Legislature, Nurses Notes from the Capital, Lobbying

Cabinet on Marketing **33,075**
Convention, Membership Awards, NCNA Membership Brochures

Cabinet on Practice **30,847**
Councils, Joint Practice Committee, Credentialing Committee, Nurse of the Year Awards, Workshops

Cabinet on Professional and Economic Development **8,378**
Peer Assistance Program, Guideline Series, Workshops

Cabinet on Research **614**
Research

Auditor's Report -- 1988

NORTH CAROLINA NURSES ASSOCIATION

Statements of Assets, Liabilities and Fund Balance Arising from Cash Transactions

ASSETS	December 31, 1988	1987
Cash and investments:		
Cash and cash equivalents	$ 302,208	$ 196,103
Term accounts, maturing in more than one year	4,000	25,000
	306,208	221,103
Property, plant and equipment, at cost:		
Land (pledged as collateral on mortgage payable)	51,000	51,000
Building (pledged as collateral on mortgage payable)	193,168	193,168
Furniture and fixtures	57,797	49,392
Capitalized lease equipment	4,082	4,082
	306,047	297,642
Loans receivable	7,000	6,100
	$ 619,255	$ 524,845

LIABILITIES AND FUND BALANCE	December 31, 1988	1987
Mortgage payable	$ 61,054	$ 68,303
Obligation under capital lease	1,771	2,597
Fund balance	556,430	453,945
	$ 619,255	$ 524,845

Statements of Cash Receipts and Disbursements Years Ended December 31, 1988 and 1987

	Operating Fund 1988	1987
CASH RECEIPTS:		
Revenues received:		
Memberships	$233,115	$229,275
NCNA conventions	56,924	58,322
Workshops and conferences	46,300	28,178
Rent	21,113	20,546
Interest and dividends	11,716	9,105
Sale of membership lists and merchandise	13,326	8,312
Continuing Education Recognition Program	10,710	12,345
Peer Assistance Program	10,031	14,323
Donations	1,300	
Advertising & subscriptions-- Tar Heel Nurse	4,528	5,060
ANA Delegate Fund	2,243	2,513
Miscellaneous	3,439	327
	414,745	388,306
Other receipts:		
Transfers from funds	2,000	1,000
Monies collected for others	2,537	1,684
	4,537	2,684
TOTAL CASH RECEIPTS	419,282	390,990
CASH DISBURSEMENTS:		
Expenses paid:		
Personnel costs	133,512	124,043
General & administrative	75,205	63,132
Workshops & conferences	40,802	25,435
NCNA conventions	30,549	35,666
Printing & postage-- Tar Heel Nurse/ Legislative Bulletin	21,193	19,497
Repairs & maintenance	14,086	10,986
Utilities	10,792	10,833
Peer Assistance Program	6,736	7,232
Mortgage and Lease interest	6,598	7,392
ANA convention delegates	2,327	3,544
	341,800	307,760
Other disbursements:		
Transfers to funds	$ 20,000	
Furniture and fixtures	8,405	3,317
Mortgage principal	7,249	6,595
Monies disbursed for others	2,537	1,684
Loans to students	2,000	1,000
Capital lease obligation payment	826	686
	41,017	13,282
TOTAL CASH DISBURSEMENTS	382,817	321,042
CASH RECEIPTS OVER (UNDER) CASH DISBURSEMENTS	36,465	69,948
NON-CASH ITEM		
Unrealized gain (loss) on investments		(4,470)
CASH AND INVESTMENTS - JANUARY 1	179,534	114,056
CASH AND INVESTMENTS - DECEMBER 31	215,999	179,534
CASH AND INVESTMENTS CONSIST OF:		
Checking	84,317	77,458
Mutual Funds	65,743	29,968
Money Market Fund	49,939	29,108
Certificates of Deposit	16,000	43,000
	$215,999	$179,534

The audit includes smaller funds that are separate from the Operating Fund. These smaller funds are restricted in their purpose--Elizabeth Holley Memorial Fund, Memorial Education Fund, Building Fund, Nurse PAC funds, Legal Fund, Recruiting Fund, Foundation. The auditor's report on these funds is not included here because of space limitations. However, the auditor's report (Touche Ross & Co.) is available in headquarters for inspection by any member at a time convenient to the staff.

December 31, 1988 balances in these restricted funds were: Holley Memorial Fund--$3,245, Building Fund--$41,722, Memorial Education Fund--$9,056, Nurse PAC--$4,312, Legal Fund--$1,686, Recruiting Fund--$29,313, Foundation Fund--$875.

Challenges Just Come With the Job

by Gale Johnston

Wednesday, 6:30 am - Like most working moms, Betty Wallace rolls out of bed and prepares herself and her family for the day. Four year old James and two year old Mary Kathleen are dropped at day care, and husband Jim heads for his law office. But unlike most nurses, this working mom heads for her own office and dual businesses: Coastal Pediatric Care and the Professional Nursing Service. Since 1985, she has been the sole owner of both businesses, one providing pediatric wellness and illness care (from birth to age twenty-one) and the other offering supplemental staffing plus RNs, LPNs, nurses' aides and sitters for private duty in the home. On this day, she checks the status of several homebound patients and draws blood for necessary lab tests before returning to the office and her pediatric patients. Around five o'clock she heads home and turns on her beeper, her link to both businesses and a constant reminder of how her life has changed since she became an independent businesswoman.

Betty Wallace

Although Betty had always had an interest in working in a pediatric practice, (perhaps even buying into one), the decision to open her own office as a pediatric nurse practitioner and to open a supplemental staffing and private duty business happened more by necessity than design. She recalls that when her Dad had a stroke in 1981, there was no organized system for acquiring private duty nurses in Carteret County to assist her family with his care. So when she moved back home in 1983, she already knew that such a community need existed. Meanwhile, she rented office space from a local family practice physician and began seeing pediatric patients. The physician also served as her required "primary supervising physician," so this arrangement worked well for about two years. By 1985 she had opened the Professional Nursing Service, a business decision that necessitated moving her pediatric practice in order to provide greater accessibility to both. She rented space in a newly constructed building which gave her the opportunity to design the interior to her specifications. But a major challenge loomed ahead: she needed two business loans. Three large banks in succession turned down her loan requests. To be more specific, Betty recalls that they all made the same three remarks, "Where's your husband?", "But you're a female,", and "It's never been done before." She finally hit pay dirt when she approached a bank whose corporate officers were mostly women! After renting office space for three years, she made another major business decision. With the high cost of commercial rent in the Morehead City area, it seemed much wiser to purchase her own building. And so, in October 1988 she became not only a businesswoman, but a commercial property owner as well. Her new office has been completely renovated to meet the requirements of both businesses. There are two separate waiting rooms (a divider wall can be removed to provide a large classroom), laboratory space, three exam rooms, a kitchenette and lounge for staff, a media/conference room complete with VCR and TV, her office and two other staff offices. The building is also designed inside and out to be accessible to the handicapped. She has also opened branch offices of the nursing service in New Bern and Jacksonville, each with an RN coordinator. Betty performs all lab work, physical exams, vaccine and med administration, and provides 24 hour coverage for her pediatric patients and the nursing service. If it sounds like a hectic lifestyle, Betty would be the first to agree with you. "This business requires total commitment: 24 hours per day, 7 days per week. My time is really not my own anymore," she explains. The rewards are frequently intangible. Her pediatric patients offer that unconditional love which only children can; their parents give praise, gratitude, and referrals (her advertising is basically "word-of-mouth"). Families of clients served by Professional Nursing Service will sometimes write or call to express their gratitude for a job well done weeks or months after their loved one has died. There is a tremendous amount of pride and reaffirmation of her self-worth, of course. And the monetary rewards? "You'd be surprised at the number of people who expect my services to be free because I am a nurse. When I explain that they also get billed for nursing services when they are hospitalized, they respond "but it's not listed on my bill'", laughs Betty. "A large part of my job is client education about nurses and nurse practitioners."

When questioned about advice for other potential nurse pioneers in the business world, she has a plethora from which to choose. The short list? "Think long and hard about it if you are the sole support of your family and must have a paycheck. To say that profits are not realized quickly is an understatement," advises Betty. "I would also request adequate capital up front," she adds. "Expenses add up so fast; it pays to have a higher line of credit than you anticipate needing." As an afterthought she declares, "I'd like to write a book about my experiences...if I only had the time!"

Author's Note: Suggestions for interviewees for this series are welcomed. Please forward your suggestions to the author c/o NCNA Headquarters.

House News

An open letter to NCNA members...

Hello again. I do remember that I said I wouldn't write a column for every Tar Heel Nurse but I also said there would be things from time to time we would want to communicate to you via this newsletter. And that really is the case! There is so much going on around here that we just wanted to tell you about it. We're making a few changes that we think will better serve you, our members, and help us as a staff to better use our various skills and strengths.

One of those major changes is in the area of staff responsibilities. Currently, staff responsibilities are as follows: Janice Millns staffs the Cabinet on Marketing and Convention Program Committee, the Cabinet on Constituent Associations and the Constituent Forum and the Peer Assistance Program (PAP), a committee which reports to the Cabinet on Professional and Economic Development; Pat Graham works with the Cabinet on Professional and Economic Development, the Cabinet on Research and the Cabinet on Education with both of it's councils and committees; Sindy Barker works with the Cabinet on Government and Health Policy, the Cabinet on Practice with each of it's practice councils and with the Joint Practice Committee; I work with the Board of Directors and it's various ad hoc committees, the Executive Committee, the Bylaws Committee, the Resolutions Committee, the Finance Committee and the Foundation for Nursing. My responsibilities will remain the same. The other three professional staff members will assume responsibilities for structural units as follows: **Janice** will work with the Cabinet on Practice and its various practice committees and the Cabinet on Professional and Economic Development and it's subunit, the Peer Assistance Committee; **Pat** will continue to work with the Cabinet on Education and it's subunits and the Cabinet on Research; **Sindy** will continue to staff the Cabinet on Government and Health Policy and the Joint Practice Committee and will assume responsibility for the Cabinet on Marketing and Convention Program Committee, the Cabinet on Constituent Associations and the Constituent Forum. We feel that this division of responsibilities capitalizes on the various strengths and skills each individual staff member brings to the association. With this realignment, Janice, as a registered nurse, will bring that special knowledge and skill to the groups that deal with practice and practice issues--the Cabinet on Practice and the Cabinet on Professional and Economic Development. Another benefit of this staffing pattern is that Janice will staff both the PAP Committee and it's parent cabinet, the Cabinet on Professional and Economic Development. We think that will provide for clearer lines of communication and for continuity. Sindy will be able to share her background in working with various organizations with the groups that deal with organizational issues--the Cabinet on Constituent Associations and the Constituent Forum. Sindy also brings to the association a real strength in the area of marketing which we will be able to benefit from. And Pat will get a smidgen of relief by having one less cabinet to be responsible for. That will be a welcome relief for her since she also staffs the Steering Committee, Council on the Nursing Shortage and the Recruitment, Utilization and Retention Committee.

We have been working on this idea for several weeks, reported our plan to the NCNA Board of Directors at their March meeting and received a favorable response. We have evaluated the projects and activities underway in the various structural units and found that several major cabinet and committee activities will be accomplished in late April or during May. Therefore, during early April, we implemented a transition period plan wherein staff will work during an eight week period to acquaint one another with new responsibilities, groups and activities. By June 1, we have high hopes of actualizing our staff realignment plan. We also have high hopes that our members will realize some real benefits from this internal changing of roles.

That is the primary thing we wanted to share with you. Oh, don't be fooled, there's plenty more going on but space is giving out. Let me close on this note. This letter is being written during National Secretary's Week. I want to acknowledge the continuing outstanding contributions our support staff provides to the members and to the staff. Both Pat Bryan and Beth Holder are truly indispensable and we take this opportunity to say "Thanks!!!"

Hazel Browning Moore, R.N., M.S.N.

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MON-THURS 10 AM-4 PM
FRIDAY 10 AM-2 PM
2nd & 4th SAT 10 AM-2 PM

Nurses Plan to Honor 100 of Their Own

A group of Triangle registered nurses says it's time for the public to appreciate that real nurses don't act like the ones on television. To make their point, the group is spearheading a campaign to find and honor 100 of the "best" nurses in North Carolina. Similar programs have been conducted in Louisiana and Colorado, but this is the first such project in North Carolina. Any RN in the state can be nominated or nominate herself/himself. More than 1000 nomination forms have been mailed to directors of nursing in hospitals and nursing homes across the state, to nursing directors at health departments and to nursing organizations. Nominees will be screened anonymously by a selection committee composed of other RN's from many specialties and work settings. Winners will be notified in late summer.

"RN Excellence-The Great 100" will be a black tie gala event on Saturday, September 9, 1989, at the North Raleigh Hilton and Towers in Raleigh. A cash bar will be followed by dinner and a program; a dance will conclude the evening's events. Jeanette Hartshorn, PhD, RN, immediate past president of the American Association of Critical-Care Nurses, is the scheduled keynote speaker.

How can you help? First, duplicate the nomination form in this issue and distribute freely. Nominate yourself and/or your peers. Second, send contributions to "The Great 100-NCONE" to P.O. Box 98524, Raleigh, NC 27624-8524. Third, attend the event. Tickets are $25 each and are available on a first come, first served basis by sending a check made payable to "The Great 100-NCONE" to Stewart Bond, 34 Lansgate Court, Durham, NC 27713. Net proceeds will be donated to the North Carolina Foundation for Nursing to be used for nursing education scholarships. For additional information, contact Barbara McNeill, RN, Great 100 Public Relations Committee, 919-755-8603 (work) and 919-828-4796 (home).

NIGHTINGALES--A MEDIA BLITZ BEGINS TO PAY OFF

According to an April 9 article published in the Raleigh News and Observer, a recent boycott against the NBC show "Nightingales" by Chrysler Corporation and Sears, Roebuck and Company is considered serious by its producers.The companies pulled their commercials from the program after the American Nurses' Association launched a campaign directed at advertisers and NBC.

The American Nurse has given the topic of "Nightingales" much publicity within the last several months. At a national level the American Nurses' Association initiated a massive letter-writing campaign directed at advertisers of the program "Nightingales" and the producers of the series. At a state level, information shared with NCNA from ANA has been passed on to the membership via the states' district presidents in a monthly newsletter. The constituent association presidents have received the names, addresses and phone numbers of the President of NBC Entertainment, Brandon Tartikoff, and Producer Aaron Spelling. A most recent newsletter to the district presidents included the names and addresses of Chrysler Corporation and Sears, Roebuck and Company. Members were encouraged to share their feelings concerning the companies decisions not to advertise on "Nightingales."

The Associated Press picked up a March 20 New York Times story concerning "Nightingales." The article "If Florence Nightingale Could See Them Now," written by author Abigail Trafford, Washington Post staff writer, looks at the image that the program "Nightingales" portrays. According to Trafford "after an hour of "Nightingales" it's an understatement to say that nursing has an image problem. This program is a good illustration of why nursing schools are having trouble attracting able applicants and the country is facing an acute nursing shortage. Who, after seeing this farce, would want to be a nurse?" Trafford continues on to say that this series does reflect some of the common perceptions and misperceptions of the public regarding the nursing profession. Image, along with relatively low wages, increased work loads, limited career advancement, and a lack of decision making authority in an environment that is already experiencing a shortage are also problems facing the profession. She states that the stage is set for a revitalized role for nursing. Now is the time for nurses to react to this negative image and "Nightingales" is a perfect place to start.

You may ask why ANA and its state constituents have given so much publicity to this issue? What ANA desires is the opportunity for association representatives to meet with Spelling to work on improving the accuracy of the program's content as it relates to nursing and nursing education. As of this writing, Producer Aaron Spelling had invited ANA President, Lucille A. Joel, to meet with him to discuss the series in the latter part of April. ANA has eagerly awaited such a meeting and was prepared to provide information about the nursing profession and nursing education. One of ANA's goals during this meeting was to enhance the image of nursing and the role of nurses in health care for the new "Nightingale" episodes to air this fall.

You may ask what you can do to assist the cause. First, if you have not done so, you should view the show. Second, you may desire to write the following NBC officials regarding your feelings toward the content of what you viewed. Third, you may wish to communicate your feelings of appreciation to Chrysler and Sears concerning their decision to withdraw their commercials from the program. Their addresses are also enclosed.

Finally, one can conclude from this experience that there really is "power in numbers." This massive media blitz by ANA, along with the support of its constituent associations and its members, proves that "together we can make a difference!"

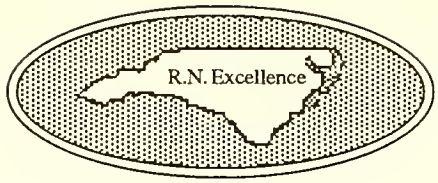
Aaron Spelling
Aaron Spelling Productions
1041 North Formosa Avenue
Los Angeles, CA 90046

Brandon Tartikoff, President
NBC Entertainment
30 Rockefeller Plaza
New York, NY 10112

Lee Iacocca, Chairman and CEO
Chrysler Corp.
12000 Chrysler Drive
Highland Park, MI 48203

Richard M. Jones, President
Sears, Roebuck & Company
Sears Tower
Chicago, IL 60606

The Great 100



Nomination Application

(Please print or type)

Nominee _____ Phone: (___)_____ (___)_____
Residence Business

Professional License (Number and State) _____ Expiration Date _____

Nominee Address (Home) _____
Street City County State

Nominee Job Title _____ Employer _____

Your Name _____ Phone: (___)_____ (___)_____
Residence Business

Your Address _____
Street City County State

Your Signature _____

For Committee Use Only
Nomination # _____
City _____
County _____

NOMINEE PROFILE:

Total nursing experience _____ years ____ months
Academic Preparation _____
Certifications _____
Honors and Awards _____
Professional Memberships _____

NOMINEE'S PRACTICE CATEGORY: (check one)

____ Clinical ____ Education ____ Administration ____ Research
If Education, please specify: ____ Patient/Client ____ Inservice ____ Academic

NOMINEE'S PRACTICE SPECIALTY: (check one)

____ Medical/Surgical ____ OB-Gyn ____ Pediatrics ____ Geriatrics
____ Psychiatry ____ Critical Care ____ Emergency/Trauma ____ Nephrology
____ Operating Room ____ Oncology ____ Nurse Anesthetist ____ Orthopedics
____ Public Health ____ Neuroscience ____ Occupational Health
____ Other, specify _____

NOMINEE'S PRACTICE SETTING: (check one)

____ Hospital ____ Long Term/Extended Care Facility ____ Home Care Agency
____ Outpatient Care Facility ____ Mental Health Facility ____ Physician's Office
____ Community Agency ____ Public Health Agency ____ Business/Industry
____ School of Nursing
____ Other (specify) _____

In 100 words or less, describe your reasons for nominating this nurse. Include what the individual has done to make a difference in overall outcomes in his/her practice area and how this has contributed to a positive and professional image of nursing in the community. Address qualities such as professionalism, integrity, commitment, caring and dynamism. Please print or type this description on a separate sheet of paper (do not write on the back of the Nomination Application) and mail it with the Nomination Application to:

The Great 100 Nominations, Post Office Box 98524, Raleigh, North Carolina 27624-8524

The nomination deadline is June 15, 1989.

Continuing Education

Continuing Education Offerings approved by

North Carolina Nurses Association

03/21/89	24.0	"Critical Care Courses Pulmonary Module," Nash General Hospital, Rocky Mount (6086)
03/21/89	50.4	"Forum in Advanced Management," Wilson Memorial Hospital, Wilson (6088)
03/23/89	1.2	"Advances in Treatment/Reimplantation of Body Parts," Memorial Mission Hospital, Asheville (6078)
03/28/89	19.4	"Basic Dysrhythmias," VA Medical Center, Fayetteville (6089)
03/29/89	17.1	"Advanced Cardiac Life Support," Lake Norman Regional Medical Center, Mooresville (6090)
03/29/89	6.3	"Preceptor Workshop I," Wilson Memorial Hospital, Wilson (6085)
03/30/89	1.2	"Staff Motivation," VA Medical Center, Fayetteville (6082)
03/31/89	6.7	"Ambulatory Care for the Infant with Special Needs," Bowman-Gray School of Medicine, Winston-Salem (6087)
04/01/89	15.1	"Conference on Infantile Spasms," Bowman-Gray School of Medicine, Winston-Salem (6083)
04/03/89	9.0	"Curriculum Development: Writing Educational Objectives," McDowell Technical Community College, Marion (6081)
04/11/89	1.8	"Nursing Representation in Legal Action," NCNA District 20, Rocky Mount (6093)
04/11/89	17.7	"Critical Care Course: Pediatric Module," Nash General Hospital, Rocky Mount (6097)
04/12/89	5.7	"Industrial Symposium: Hands, Eyes, Backs," Southern Surgical Associates, Charlotte (6094)
04/13/89	6.9	"Professional Survival," Gaston Memorial Hospital, Gastonia (6091)
04/13/89	20.4	"Basic Arrythmias for Staff Nurses," Wilson Memorial Hospital, Wilson (6100)
04/14/89	3.2	"Borderline Personality Disorders," Roanoke Chowan Human Services Center (6098)
04/14/89	4.2	"Drug Abuse: Effects on the Individual and Family," E. Newton Smith Health Dept., Fayetteville (6092)
04/22/89	9.6	"Oncology Day 1989," Wayne Memorial Hospital (6079)
04/27/89	1.2	"Care of the Neurosurgical Patient: Craniotomy," Memorial Mission Hospital, Asheville (6105)
04/89	16.8	"OR Nurse Laser Training Course," N.C. Memorial Hospital, Chapel Hill (6102)
05/03/89	9.0	"SE Conference OB Nurse Management Seminar," SE Hospital Conference, Montgomery, AL (6096)
05/03/89	9.0	"SE Conference Nurse Management Seminar," SE Hospital Conference, Montgomery, AL (6101)
05/09/89	7.0	"The High Risk Newborn," Newborn Outreach, Bowman-Gray School of Medicine, Winston-Salem (6108)
06/21/89	9.0	"Diabetes: Care II," Charlotte Mecklenburg Hospital, Charlotte (6084)

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Workshops

PAP Committee Holds Two Day Workshop

The NCNA Peer Assistance Program Committee had a busy and successful month in April. A two-phase workshop was held April 20 and 21 at Charter Northridge Hospital in Raleigh. The first day of the program, "Professional Impairment: Issues and Answers," primarily covered recognition of the problem of impairment and options available. Day two, April 21, was a session strictly directed to the approved volunteers of the Peer Assistance Program.

Faculty for the workshops included PAP Committee members, Dr. Frances Eason as the N.C. Board of Nursing liaison to PAP, and a recovering nurse. Day one was well attended with over eighty registrants, including health care administrators, nurse administrators, committee volunteers and approximately thirty nursing students. The program highlighted the concept of impairment, recognition and treatment of nurses at risk, role of the employer, N.C. Board of Nursing disciplinary activities, an overview of PAP, and a personal view of recovery shared by a new PAP volunteer and recovering nurse. Participants received seven contact hours of continuing education credit.

Phase two of the workshop was held on April 21 as a follow-up to the overview of the problem of impairment. This workshop was strictly for approved volunteers and focused on orientation to the role of PAP volunteer. The program followed an informal approach of open discussion with presentations. Topics included an in-depth overview of PAP, the disease concept, roles of the volunteer, documentation of activities, resources for treatment and reentry, and techniques of interactions. Two videos were shown including "The Disease Concept" and "Chemical Dependency in Nursing." Volunteers were asked to prepare for the orientation by reading a list of articles and one short book. All resources were available from NCNA upon request. Attendance at both workshops was requested of volunteers, with attendance on day two mandatory for new volunteers. Most new volunteers were asked to attend both days. Volunteers were present from all areas of the state.

The PAP Committee members attending the workshops remarked what a positive, energizing experience the two days had been. PAP continues to grow and expand as final implementation of the Program occurs. As we take those final steps, the committee members enjoy the excitement of all the pieces falling into place. Our thanks to those hard working committee members and staff members who planned and implemented the workshops, to the volunteers and participants who took the time to attend, and to Charter Northridge Hospital for serving as a co-sponsor.

Nurse Practitioners Hold Spring Symposium

Over eighty nurse practitioners in the state attended the annual Spring Symposium held in Greensboro on April 26 - 29, 1989. This conference was sponsored by the NCNA Council of Primary Care Nurse Practitioners.

The keynote address is designated as the Audrey Booth Lecture, to honor the nurse in North Carolina who has had the greatest impact on the development of the role of nurse practitioners in the state.

The keynote address was delivered by **Connie Mullinix** who is returning to Chapel Hill after spending her last twelve years in five cities along the eastern coast and two in the mid-west. Her career has been as varied as her choice of cities. In the mid-west she was a Family Nurse Practitioner, an Assistant Professor in two universities, and a Director of Nursing.

Most recently, Ms. Mullinix has served as the Associate Director of the Secretary's Commission on Nursing with the Department of Human Services in Washington, DC. She will be receiving her PhD from the University of Pennsylvania School of Nursing this spring. She is currently an Assistant Professor at the University of North Carolina - Chapel Hill School of Nursing with the charge of developing the masters and doctoral program in nursing administration.

Ms. Mullinix focused on her work with the Commission on Nursing and spoke on "The Nursing Shortage: Economic Realities." **Her prime message was that nurses should not be reluctant to designate salaries as one of the key factors in determining place of employment. Too long have nurses listed more altruistic reasons for choosing nursing as a profession when surveyed by outside sources. However, in disussions within the profession, the salary issue is one of the key components of job satisfaction.**

As a graphic illustration of what has happened to nurses' salaries in the past forty years, in 1945 nurses' salaries were 32% of the average physician's salary. Today, that comparitive percentage is 17%. The Symposium offered twenty continuing education sessions covering clinical, political, and professional issues. In addition, there were two business meetings of the Council and an opportunity for members to meet candidates for 1989-91 offices. There was much discussion of the bills before Congress concerning reimbursement of Medicare to nurse practitioners. A long range planning committee was formed and committee appointees will be made by the council executive committee. This new committee will look at such issues as third-party reimbursement and approval to practice within North Carolina.

Many of the twenty-three exhibitors sponsored speakers and other special events. Glaxo and one of their divisions, Allen and Hanbury's, sponsored the keynote reception and dinner. Plans are already underway for the 1990 Symposium which will be held in the Wilmington area.

Connie Mullinix, keynote speaker, with Amanda Greene, chairman, 1989 Spring Symposium

POWER IN NURSING: CREATED BY ISSUES, STRENGTHENED BY ACTIONS

This year's convention is one you will not want to miss.

The theme has been developed around issues that are occurring or have had an impact on the profession of nursing. This year the opening banquet will be a forum, based on a talk show format, entitled "Where Have All The Nurses Gone? Who Will Care?" Key persons who play responsible roles in the future of nursing in North Carolina have been invited. Come hear the Speaker of the N.C. House of Representatives address current legislation on the nursing shortage. Be present when the hospital director of the Veterans Administration in Durham speaks to the impact on the nursing shortage on hospitals. Hear first hand what the Community College system feels are the issues of nursing today and how they impact on their system. Other key individuals will include a staff nurse, a physician, and a consumer. As with any talk show format, audience participation is necessary. So, if you have an opinion you would like to share, or a question you would like to ask of the panelists, you will not want to miss this opening event.

On Thursday, October 26, many exciting educational programs will be offered. An early morning breakfast will focus on the legalities of "Rejecting My Work Assignment." Later that afternoon attend a program presented by the Cabinet on Practice on "Ethical Issues" as they relate to the practice of nursing today. Thursday will also include a program presented by the Peer Assistance Program Committee entitled, "Am I Impaired?". This program will be followed in the afternoon by a seminar sponsored by the Council of Psychiatric Mental Health Nurses in Advanced Practice entitled "Do I need therapy? How To Choose A Therapist." And finally, you will not want to miss the planned visit to The North Carolina Museum of Art from 6:30-8:00pm Thursday evening. Enjoy this culturally enriched finale, inclusive of a fun bus trip and a private reception for our membership. And, as the evening fades, feel free to linger among the exhibitors and their exhibits until 11:00pm.

Ultimately, with each state convention there are some key elements, purposes. This year is an election year. All members of NCNA are encouraged to vote for the state offices. Voting is your responsibility. It is a role, a right, and a duty that each member has to NCNA as well as the nursing profession. Don't take a back seat and let just a few persons choose the leadership of this association, and subsequently the direction of NCNA over the next biennium. Be a voice in NCNA. Make your plans now to vote. Likewise, the House of Delegates will meet this year as it does every year on

Page 16:

priorities, and the legislative platform for the next biennium, 1989-1991 are set. And finally, you will not want to miss the closing "Awards" banquet on Friday evening, October 28. Be a part of this fun evening and join in the celebration and recognition of your outstanding peers.

Candidates for 1989-91 Elective Office

	District #
President Elect:	
Dona Caine	12
Sheila Cromer	9
Vice President:	
Wanda Boyette	14
Peggy Huffman	2
Secretary:	
Jane Ray	13
Wanda Waiters	11
Treasurer:	
Patti Fralix	13
Nancy Sumner	12
Director (2 years):	
Joanne Beckman	11
Jean Gosnell	9
Director (4 years):	
Marlene Howlett	22
Linda Wright	2
Cabinet on Constituent Associations:	
Bette Ferree	9
Cabinet on Education and Resource Development:	
Diane Leonard	31
Joy Reed	13

	District #
Cabinet on Government and Health Policy:	
Amanda Greene	11
Nancy Langston	5
Cabinet on Marketing:	
Debbie Hutchinson	11
Jan Leggett	30
Cabinet on Practice:	
Ann Fonville	28
Rosemary Strickland	11
Cabinet on Professional and Economic Development:	
Lynette Ball	8
Joan Bounds	11
Cabinet on Research:	
Kathleen Boggs	5
Sue Cavenar	13
Beverly Craig	34
Nominations Committee (elect 5):	
Beverly Barnette	3
Loletta Faulkenberry	10
Rhonda Ferrell	20
Jo Franklin	6
Hettie Garland	1
Betty Garrison	5
Mary James	14

	District #
Jo Rountree	19
Judy Seamon	21
Ruby Simmons	18
Rachel Stevens	11
Mac Stroupe	8
ANA Delegates (elect 9):	
Wanda Boyette	14
Mary Brown	14
Dona Caine	12
Sheila Cromer	9
Bette Ferree	9
Rachel Funderburk	2
Hettie Garland	1
Charlotte Hoelzel	22
Marlene Howlett	22
Debbie Hutchinson	11
Donna Keith	13
Nancy Langston	5
Frank Moore	13
Linda Moore	5
Shirley Mozingo	33
Sandra Randleman	3
Cynthia Stewart	9
Mac Stroupe	8
Linda Wright	2

News Briefs

A video, "Impaired Nursing Practice," is designed to help nurses detect chemical dependency in their colleagues, and take appropriate action. It explains why nurses may fail to recognize impaired practice, describes the role denial plays, and gives viewer the ethical and legal reasons why action must be taken. Cost is $275.00. Call the American Journal of Nursing Company at 1-800-223-2282 for more information.

Two Certification Review Programs are being offered in September. Review for pediatric nurses (9/6/89), pediatric nurse practitioners (9/8-9/89), adult nurse practitioners (9/6-7/89) and family nurse practitioners (9/6-7/89) will be offered at the Washington D.C. Sheraton National Hotel. Contact Virginia Millonig, Health Leadership Associates, P. O. Box 1682, West Bethesda, Maryland 20817.

Review for nurse practitioners, nursing administrators, psychiatric clinical specialists, and medical-surgical nurses will be held September 16, 17 and 23, 24 at Royal Sonesta Hotel in Cambridge, Massachusetts. Write the Massachusetts Nurses Association, 340 Turnpike Street, Canton, MA 02021 for further details.

Calendar of Events

May 15	Council on Nursing Diagnosis, 10:00-2:00
May 16	Nurse PAC, 1:00
May 17	Finance Committee, 10:00-1:00
May 18	Constituent Forum & NCNA Board of Directors, 9:30-12:30
May 18	Constituent Forum, 1:00-3:00
May 18	Joint Practice Committee at N.C. Medical Society, 1:30
May 19	NCNA Board of Directors, 9:00-2:00
May 19	ANA Delegates, 2:00-5:00
May 20	Council of Psychiatric-Mental Health Nurses in Advanced Practice, 9:30
May 20	N.C. Federation of Nursing Organizations, 9:30
May 22	Continuing Education Provider Unit, 12:00-3:00
May 26	Cabinet on Practice, 9:45
May 29	Office closed to observe Memorial Day
May 30	ANA Delegates, 10:00-4:00
May 31	Task Force on Nursing Constituencies Roundtable at Sheraton Imperial, 2:00-4:00
June 1	Steering Committee, 10:00-1:00
June 1	Task Force on External Constituencies, 1:00-4:00
June 2	North Carolina Council on Nursing Shortage, 10:00-1:00
June 2	Cabinet on Constituent Associations, 10:00-2:00
June 6-7	ANA Accreditation Visit
June 9	**Tar Heel Nurse** Editorial Advisory Committee, 10:00-12:00
June 16	NCNA Board of Directors, 10:00
June 19	Council of Primary Care Nurse Practitioners Executive Committee, 10:00-3:00
June 20	Council on Medical-Surgical Nursing Executive Committee, 10:30; General Membership, 11:30
June 22	Convention Program Planning Committee, 10:00-2:00
June 23	Peer Assistance Program Committee, 10:00-2:00
June 23-26	ANA House of Delegates
June 30	Resolutions Committee, 10:00
July 4	Office closed to observe Independence Day
July 7	Psychiatric-Mental Health Council, 12:00-3:00
July 14	Cabinet on Professional & Economic Development, 9:30
July 14	Cabinet on Government & Health Policy, 10:00-2:00
July 14	Committee on Credentialing Issues, 1:00-4:00
July 17	Cabinet on Marketing, 10:00-2:00
July 21	NCNA Board of Directors, 9:30
July 22	Council of Psychiatric-Mental Health Nurses in Advanced Practice, 9:30-12:30
July 28	Cabinet on Practice, 9:30-3:30
July 28	North Carolina Council on Nursing Shortage, 10:00-1:00
July 28	Continuing Education Provider Unit, 1:00-4:00

Jimmie Butts, R.N.-C., F.N.P. and Gale Touger B.S.N., R.N.-C, F.N.P. have written an article entitled "The Workplace: An Innovative and Cost-Effective Practice Site, " **Nurse Practitioner Journal** The abstract for the article states "A significant portion of our nation's health care is financed by employer-sponsored health care benefit plans. Employers now realize the importance of devising cost-saving measures beyond restrictions on coverage for services. In 1984, SAS established a nurse practitioner-managed health care center on-site for employees and certain dependents. This health care center offers quality primary care, identification of risk factors, early intervention, and health education. The intangible benefits include easy access to health care and time-saving convenience. The health care center demonstrated impressive cost-effectiveness. **The combination of self-funded insurance program and an on-site nurse practitioner managed primary health care practice saved SAS more than $791,000 in 1987.** Establishing health care centers at the workplace offers new opportunities for nurse practitioner practice sites and cost savings for corporations."

The Surgeon General's Letter on Child Sexual Abuse has been released through the U.S. Public Health Service. The Surgeon General, Dr. C. Everett Koop, prepared this "Letter" with the advice, counsel, and cooperation of many experts in this sensitive field. It is intended primarily for the use of primary care physicians, nurses, nurse practitioners, and other health professionals who encounter sexually abused children only occasionally in their practice. A copy may be obtained by calling the National Maternal Child Health Clearinghouse at 206-625-8410.

The University of Texas Health Science Center School of Nursing in San Antonio now offers an innovative program which offers a Master of Science in Nursing in Home Health Nursing. For more information call 512-567-5815, or write Nursing Graduate Admissions, School of Nursing, 78703 Floyd Curl Drive, San Antonio, TX 78284-7943.

Guidelines for Nursing Management of People Infected with Human Immunodeficiency Virus (HIV) is now available through the World Health Organization. ANA and many state nurses' associations participated in the field review of this document. Single copies may be obtained by writing WHO Publications Center USA, 49 Sheridan Avenue, Albany, NY 12210.

State News

ANA Certification News

The American Nurses' Association's Center for Credentialing Services can now be reached directly by dialing 1-800-284-CERT. This number can be reached 24 hours a day from anywhere in the U.S. During daytime hours, an "automated attendant" will guide caller to appropriate credentailing staff persons. After hours, an answer machine will be available.

The 1989 certification exams will be administered October 7, 1989 in 73 locations across the country. 1990 certification exams will be given in Boston in June and again in October across the country.

The following NCNA members passed the most recent certification exam. They are listed by specialty. In addition, each newly certified North Carolina nurse will receive a congratulatory card from NCNA.

Clinical Specialist in Adult Psychiatric and Mental Health Nursing-R.N., C.S.
Janet Garvey Baradell, Winston-Salem
Candace T. Currin, Greenville
Audrey M. Lentz, Lewisville
Lynne A. Rousseau, Durham

Psychiatric and Mental Health Nurse - R.N., C.
Virginia P. Brown, Durham
Marion E. Fields, Goldsboro
Betty P. Garner, Dudley
Ann E. Kirkman, Greensboro
Katie G. Lewis, Seven Springs
Sylvia C. MacMillan, Greensboro
Alison S. Meeks, Charlotte
Denise S. Pottorff, Bahama
Evelyn A. Reed, Aberdeen
Sheila K. Sikes, Wadesboro
Karen H. Stone, Sanford
Jennifer E. Stone, Smithfield
Michelle A. Webb, Asheville

Medical-Surgical Nurse-R.N., C.
Veronica L. Andrews, Winston-Salem
Sheila A. Arrington, Germanton
Linda F. Anderson, Bat Cave
Cherry M. Beasley, Lumberton
Dorothy D. Brown, Winston-Salem
Sherrie N. Byrd, Bunnlevel
Cynthia A. Coulter, Fayetteville
Lisa M. Davis, Greensboro
Marie B. Dubel, Wilmington
Teri L. Duffy, Granite Falls
Frances R. Eason, Rocky Mount
Bonita H. Elledge, Reidsville
Sherry R. Glover, Washington
Ruth F. Herold, Hudson
Julie A. Marty, Fayetteville
Thomasine B. Neville, Durham
Jerrie T. Rogers, Asheville
Ramona C. Smith, Asheville
Sonya B. Williams, Greenville
Sylvia H. Wrenn, Chapel Hill
Nannie Young, Durham

Clinical Specialist in Medical-Surgical Nursing-R.N., C.S.
Claudia C. Hayes, Sanford

Pediatric Nurse Practitioner-R.N., C.
Glenda J. Pace, Rocky Mount

Gerontological Nurse-R.N., C.
Judy C. Adkins, Mayodan
Linda G. Barbour, Benson
Bertha Kay Helfrich, Durham
Annie M. Townsend, Wilson
Frances B. White, Carrboro

Nursing Administration-R.N., C.N.A.
Nancy Albaladejo, Fayetteville
Martha D. Barham, Trinity
Beverly N. Barnette, Mt. Airy
Rose S. Brandau, Rutherfordton
Kathy T. Fox, Statesville
Cynthia W. Grant, Salisbury
Nora E. Hammond, Raleigh
Ann W. Hopkins, Greensboro
Cindy Jarrett-Pulliam, Greensboro
Shirley P. Lehue, Norwood
Dianne M. Marshburn, Greenville
Sylvia J. Phillips, Wilmington
Karen S. Owensby, Hendersonville
Mary S. Styres, Lenoir
Mary B. Willetts, Goldsboro

Nursing Administration, Advanced-R.N., C.N.A.A.
Donna D. Bost, Wilmington
Marjorie C. Cole, Gastonia

Community Health Nurse-R.N., C.
Jenny W. Morris, Walkertown
Diane A. Poole, Kinston
Jeanne M. Yocke, Durham
Martha W. George, Newton
Angie Hemingway, Chapel Hill
Jane H. O'Neal, Havelock

High-Risk Perinatal Nurse-R.N., C.
Elizabeth J. Shaw, Caswell Beach

Family Nurse Practitioner-R.N., C.
Mattie J. Collie, New Bern
Susan D. Derrenbacher, Durham
Carole R. Everhart, Rougemont
Bonnie H. Hill, Gold Hill
Dana E. Hull, Durham
Martha M. Mann, Greenville
Cynthia J. Price, Durham
Marilyn H. Springle, Raleigh
Jean B. Williams, Raleigh

Gerontological Nurse Practitioner-R.N., C.
Cheryl L. Lewis, Harkers Island
Jane L. Wilson, Ayden

Attention all nurses...

Sunset Strut 5K Road Race and 1.3 mile walk. Sunday, September 3 at 6:30 pm. Downtown Greensboro at the Depot. Dedicated to the nursing profession. All proceeds to go to the North Carolina Foundation for Nursing. Sponsored by the Surgical Center of Greensboro and conducted by the Greensboro Running Club. Call 1-919-272-0012 or 1-919-288-1120.

JOB VACANCY

R.N. needed for private gyn/ambulatory surgery center. Expanding services, will train. 30+ hours a week, health benefits. If interested, contact: JoAnne Conway, Administrator, The Fleming Center, 3613 Haworth Dr., Raleigh, N.C. 27609 or call (919) 781-5550. An Equal Opportunity/ Affirmative Action Employer.

left to right: Hazel Moore, Frankie Miller, and Debbie Hutchinson at historical marker unveiling.

State of North Carolina

JAMES G. MARTIN
GOVERNOR

NATIONAL NURSES DAY

1989

BY THE GOVERNOR OF THE STATE OF NORTH CAROLINA

A PROCLAMATION

Nurses have a positive impact on people's lives every day by nature of their keen judgment, compassion, and clinical expertise. Nurses are the largest group of health care providers in the country.

Nurses provide care to patients in private, public, and veteran hospitals. The demand for nursing services is escalating in the light of changes in the financing of health care services, the settings where services are delivered and the health care needs of a graying America.

The supply of nurses is not keeping pace with the demand, and there is an urgent need not only to recruit well-qualified candidates into the profession but to retain nurses in their work environment. More qualified nurses will be needed in the future to meet the increasingly complex health care needs of the citizens of this state.

NOW, THEREFORE, I, JAMES G. MARTIN, Governor of the State of North Carolina, do hereby proclaim May 6, 1989 as "National Nurses Day" in North Carolina and urge our citizens to recognize the contributions of nurses to our state and nation.

James G. Martin
JAMES G. MARTIN

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of the State of North Carolina at the Capitol in Raleigh this nineteenth day of April in the year of our Lord nineteen hundred and eighty-nine, and of the Independence of the United States of America the two hundred and twelfth.

NORTH CAROLINA
NURSES ASSOCIATION
P.O. Box 12025
Raleigh, North Carolina 27605
Vol. 51 No. 3 May June, 1989

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The **Tar Heel Nurse** welcomes manuscripts from members of the North Carolina Nurses Association. Inquiries and/or manuscripts should be addressed to **Tar Heel Nurse** Editorial Advisory Committee, NCNA, P. O. Box 12025, Raleigh, NC 27605.

Advertising

For information and advertising rates, call North Carolina Nurses Association at 919-821-4250.

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Continuing Education Survey

The NCNA Continuing Education Provider Unit is surveying registered nurses regarding their needs and interest in continuing education subjects. Please check which of the following areas are of interest to you. Give specific examples under each category indicated.

_____Nursing Administration

_____Clincial Topics

_____Educational Issues

_____Finance and Economics

_____Legal and Political Issues

_____Nursing Trends

_____Other

Complete this form and return to: Pat Graham, NCNA, PO Box 12025, Raleigh, NC 27605

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UNIVERSITY OF NORTH CAR
AUG 2 1989

Compromise is key at ANA Convention

by Gale Johnston

On June 26, nine weary delegates and two equally weary staff members left Kansas City after four intense days of studying, caucusing, networking and negotiating. Spirits were high by adjournment. Here's what happened:

COAR Report: After a lively Forum and additional House discussion, recommendations for organizational mission; maintenance of a viable constituent in every state; control of standards of nursing practice; structure and financing of ANA's credentialing programs; relationships/linkages with other national organizations; and bylaws were approved as presented in the final report of the Commission. Recommendation 3 (control of standards of nursing practice) was amended to add an operational definition of nursing practice to include practice by nursing clinicians, researchers, educators and administrators. Recommendation 5 (dues/incentives/other revenues) was amended by substituting "free-standing entity" with "for profit subsidiary." Recommendation 6 (governance) was amended to include an ad hoc committee to develop a mechanism through which human rights and ethical concerns might be addressed in an integrated manner throughout the organizational structure. In addition, a streamlined definition of staff nurse was approved by substitution. A staff nurse was defined as "one who is non-supervisory, non-managerial and includes one or more of the following: 1) is employed by a health care institution or agency, 2) whose primary role is a provider of direct patient care, and 3) is collective bargaining eligible under applicable labor law." All participants agreed that Commission members had done a phenomenal job!

(Continued on page 2.)

NC Foundation for Nursing Trustees hold first meeting

The North Carolina Foundation for Nursing is gaining momentum. After two years of meeting and planning internally, the Foundation took a giant step forward when, on May 22, the initial meeting of the Board of Trustees was held at the Sheraton Imperial in the Triangle Park. In Interim President Hettie Garland's own words, it was a "red letter day for nursing!"

Up until May 22, nurse appointees of the NCNA Board of Directors had worked long and hard to lay the groundwork for the Foundation by putting in place articles of incorporation and bylaws. The nurse group searched all over the state for individuals to invite to sit on the initial Board of Trustees who would bring broad representation to the board, geographically and from within the business comunity, from health care providers and non-health care providers. They were successful. The people who have agreed to serve on the initial Board of Trustees create an impressive list.

They are as follows:

Monroe Gilmour, a well known physician from Charlotte who has provided able leadership in AARP

Mrs. Herbert Columbus Hawthorne of Statesville who has served for some time as the President of the Board of Trustees of Mitchell College

Charles A. Hayes, Chairman of the Board of Guilford Mills, Inc. in Greensboro

Harvey L. Haynes, President of Asheville-Buncombe Technical Community College in Asheville

Representative Bertha "B" Holt of Burlington, an eighth term member of the House of Representatives and a long time friend of nursing

Harold G. Koach of Pfafftown, President Emeritus of Carolina Medicorp, Inc.

Marie B. Robeson of Durham, Vice President for Nursing at Durham County General Hospital

Ernest Spangler, a Greensboro physician who currently serves as the President of the North Carolina Medical Society

Travis H. Tomlinson, Jr. of Raleigh, Administrator of Mayview Convalescent Center

Gerald W. Walker of Winston-Salem, Executive Vice-President of Wachovia Bank and Trust Company

Nurse members appointed by the NCNA Board of Directors include the following: Hettie Garland (currently serving as Interim President), Ruby Wilson (currently serving as Vice President), Audrey Booth, Eloise Lewis, Faye Pickard, Sandra Randleman and Mary Edith Rogers.

We can look forward to exciting things to come from the North Carolina Foundation for Nursing in the very near future.

Bring Insert of this Tar Heel Nurse to NCNA Convention.

ANA Convention

(Continued from page 1.)

Dues: After much consideration of the Board's request for a $30 dues increase effective 1-1-90, and in an attempt to balance the needs of the national organization with the financial constraints of the SNA's, a compromise was reached. ANA dues will increase by $15 effective 7-1-90; an additional $15 increase will then become effective 7-1-92. NCNA delegates recognized ANA's need for increased financial resources, but did not support the 1-1-90 implementation date. Working independently and with a coalition of small SNA's, they helped maneuver the compromise through the House. In addition, the House approved a California "dues cap" proposal which has the potential to increase each SNA's share of dues revenue as their membership increases. This program will begin 7-1-90.

Bylaws: Substantive bylaw changes were approved in the areas of disciplinary action (specifically as related to dual unionism); responsibility for establishing criteria for organizational affiliate membership; SNA notification of proposed dues increases; inclusion of two staff nurse seats on the Board of Directors; addition of a Committee on Ethics to the standing committees of the House; clarification of the responsibilities, relationship to other ANA structural units, authority, and purposes of the newly formed Congress on Nursing Economics, Commission on Economic and Professional Security, and Institute of SNA Collective Bargaining Programs; and the composition of and terms of office of councils. The proposed change to a biennial House was defeated; the Constituent Forum was renamed the Constituent Assembly. In addition to the standard bylaws committee mechanism, an amendment was passed allowing future proposed bylaws amendments to be brought to the House if requested by at least five SNA's.

Future ANA Membership: In the true spirit of cooperation and compromise, the following proviso was approved (its stated intent is to provide for the evolving membership of constituent members with regard to the second level practitioner of the future): "At such time as a state has enacted legislation or regulation for a future differentiated professional/associate nurse licensing system and prior to implementation, and the constituent member chooses to include in its membership an individual who would be granted a license to practice as a second level practitioner, the ANA House of Delegates must determine membership rights, responsibilities and privileges of the second level practitioner at its earliest meeting, regardless of the bylaws cycle". This proviso addresses the concern of many that it is difficult, if not impossible, to make membership decisions about an individual who does not yet exist. North Carolina was a participant in the group that hammered out the compromise, along with California, Pennsylvania, Minnesota, and New York.

Resolutions: The House approved resolutions honoring the late U.S. Representative Claude Pepper, and Judith Ryan for her seven years as ANA's Executive Director; supporting the Chinese people's fight for democracy; and supporting the protection of human life and wild life in the wake of recent man-made natural disasters (e.g., the Alaskan oil spill).

North Carolina Leadership: Our traditional "Southeastern Reception," spotlighting candidates from the southeastern SNA's, was an unqualified success. We proved to be stiff competition for other concurrent receptions. Our president Jo Franklin was appointed to the ANA Reference Committee and represented all constituents well, working considerably past midnight to prepare reference hearing documents necessary to facilitate the work of the House. Frank Moore was re-elected to the Cabinet on Economic and General Welfare, receiving the second highest number of votes cast. Bev Malone provided a unique perspective and insight during our caucuses due to her position on the ANA Board of Directors. Our delegation may have appeared small to some, but was active and vocal on all issues, working independently and in coalitions of both large and small states. We also got our share of microphone time! Our delegates took their jobs quite seriously and did an excellent job of the difficult task of balancing their concern for a viable ANA and NCNA. Sincere thanks to Hettie Garland, Johnea Kelly, Bette Ferree, Sheila Englebardt, Wanda Boyette, Rachel Funderburk, and Sheila Cromer. I must acknowledge the hard work and extraordinary organizational finesse of the staff that was such an integral part of our success: Hazel Moore and Janice Millns were always there for us.

As with every convention, we gained as much knowledge as we imparted. I believe that North Carolina sowed some real seeds of leadership that we will (and must) continue to cultivate during this next year and at subsequent conventions. I look forward to being there!

NCNA delegates to ANA convention caucused frequently about critical issues.

President Jo Franklin served as a member of the ANA Reference Committee.

Board News

At a meeting on April 21, the NCNA Board of Directors:

*Accepted the audit of 1988 financial operations by Touche Ross & Company.

*Directed the **Tar Heel Nurse** Editorial Advisory Board and NCNA staff to review NCNA communication tools including the **Tar Heel Nurse, Nurses Notes from the Capital**, and Presidential Update and make recommendations to the Board regarding the effectiveness and costs of these communications as member benefits.

*Approved the expenditure of $500 from the contingency fund for the purchase of a television, VCR and TV stand for use at NCNA headquarters.

*Approved the purchase of equipment and supplies for use at NCNA headquarters.

*Directed the Finance Committee to review and refine the budgetary process based on input from the consultant and auditor and recommend the purchase of a software accounting package.

*Approved the expenditure of funds to print and distribute the Staffing Standards document developed by the Cabinet on Practice.

*Appointed Gail Tyndall to the Cabinet on Marketing.

*Approved a proposal from the Convention Planning Committee that the 1990 NCNA Convention be held at the Winston Salem Hyatt.

*Approved the expenditure of funds to cover the cost of producing 35 billboards across the state recognizing the nurses and promoting the nursing profession,

*Received advice from legal counsel regarding a request from a nonmember.

*Agreed to send a letter of support for the ANA MCH Council proposals for 1990 convention programs.

*Appointed an Ad Hoc Committee to review NCNA policies.

*Approved an interim bylaw policy to assure compliance with ANA bylaws to remain in effect until the 1989 NCNA House of Delegates meeting.

*Agreed to support an ANA telemarketing survey.

*Decided to meet in special session on June 16 to deal with allocation of recruitment funds appropriated by the 1988 N.C. General Assembly.

*Received a report from the N.C. Foundation for Nursing, Inc.

*Voted to cosponsor a seminar on pay equity.

At a meeting on May 19, the NCNA Board of Directors:

*Appointed a special committee to meet with the N.C. Council of Deans and Directors of Baccalaureate and Higher Degree Programs to discuss common concerns regarding nursing education in North Carolina.

*Agreed to send a letter of support for the East Carolina University grant application to expand their Master of Science in Nursing Program.

*Voted to send a letter to the UNC Board of Governors in support of existing baccalaureate nursing programs, baccalaureate education in nursing, geographic availability of BSN programs and recruitment of minority applicants into nursing.

*Approved a recommendation from the Finance Committee to purchase Dac Easy Accounting software with implementation to occur before the beginning of the 1990 fiscal year.

*Approved a motion requiring all structural units to report changes in budgeted items, including deletion of funded activities, to the NCNA Board of Directors through the Executive Director.

*Received a report from the Committee on Bylaws on proposed amendments to be presented to the 1989 NCNA House of Delegates.

*Approved District 23's request to dissolve and incorporated those counties into geographical boundaries of District 26.

*Approved the division of NCNA District 18 into two districts, Wayne and Greene Counties to remain as District 18 and Wilson County to become new NCNA District 27.

*Received and approved policy statements from the Continuing Education Approver Unit.

*Received a report from the Convention Program Committee and approved the 1989 NCNA convention schedule. voting hours and fee structure.

*Received a report from and provided input to the Committee on Credentialing Issues

*Voted to exempt the absentee ballot policy for the 1989 election year only to allow councils to vote by absentee ballot.

*Reviewed Board of Nursing rule revision proposals.

*Discussed implications of the ANA COAR report and provided input to the NCNA delegation to the 1989 ANA House of Delegates.

*Directed that NCNA prepare a plan of action for the 1989 NCNA House of Delegates for a dues increase based upon the action of the 1989 ANA House of Delegates.

*Received a report on the headquarters refurbishing project.

*Approved NCNA support of the Great 100 Project by way of donation of name tags (materials and preparation time) for the event.

'89 Sunset Strut

The Surgical Center of Greensboro is sponsoring, for the second year, the '89 Sunset Strut, a 5K Road Race and 1.3 Mile Walk, on Sunday evening, September 3, 1989 at 6:30 p.m. The race is being organized and conducted by the Greensboro Running Club and will begin and end at the Depot in downtown Greensboro. A party with a live band will follow the race and awards ceremony.

The race is dedicated to the nursing profession and proceeds will be donated to the North Carolina Foundation for Nursing, Inc. This organization is in its second year of operation and was benefactor of last year's Sunset Strut. The purpose of the Foundation is to provide funding for nursing recruitment and scholarships, and promote nursing education and research.

In addition to the regular racing awards, a special awards category for those nurses finishing first, second, and third place will be given. Dr. Eloise Lewis, former Dean of UNC-Greensboro School of Nursing and member of the North Carolina Foundation for Nursing Board of Trustees will present these awards.

The entry fee for the race and walk is $10 per person prior to August 26. After that date, the entry fee is $12 Included in the entry fee is a two color, high quality t-shirt, and tickets for refreshments and party.

Entry forms are available in Greensboro at the Surgical Center, the Greensboro Running Club, local and area hospitals, doctor's offices, and sporting goods stores. They are also available at NCNA Headquarters.

A pre-race registration and packet pick-up will be held at the Surgical Center on Virginia Street on Saturday, September 2 from 3:00 p.m. to 5:00 p.m. They are also sponsoring a Health Fair from 1:00 p.m. to 5:00 p.m. providing cholesterol screening, heart risk appraisals, and blood pressure checks. For more information, call the Surgical Center of Greensboro at 919-272-0012, ext. 50.

Legislative Update

Nurse Aide Registry Becomes Law

On June 14, 1989, the House of Representatives voted 110-0 in favor of Senate Bill 242 which establishes a nurses aide registry in North Carolina. This bill was one of the pieces of legislation that came out of the Legislative Study Commission on Nursing, but was necessary to comply with a federal mandate.

The Board of Nursing is already beginning to register nurses aides. All currently employed nurses aides will need to complete a competency test prior to registration. Deadline for registration is January 1, 1990. Many facilities and the community college system have developed inservice training programs to assure that nurses aides are able to pass the competency test. In addition, the community college system has put together a curriculum for new nurse aide training which they have made available to hospitals, long-term care facilities, and other institutions that will be employing nurses aides. These training programs have been approved by the Board of Nursing.

The importance of this legislation to nursing in North Carolina is tremendous. The specific wording of the law states that "The Board of Nursing shall establish a Nurses Aide Registry for **persons functioning as nurses aides regardless of title.**" This legislation means that assistants to nurses are trained by nurses, supervised by nurses, and registered by the Board of Nursing. The Board received approval of their Rules and Regulations governing the training and supervision of nurses aides in October, 1988.

Nursing Funds Are Included in Senate Expansion Budget

Of prime importance in this session of the Legislature is the fact that the two houses have yet to reach agreement on either a finance or budget package. The House has passed the Governor's proposed $8.6 billion dollar Highway Plan which would complete the project in 12 years, but has not passed either a Base Budget or Expansion Budget. The Senate has passed a finance package which takes $335,000,000 from the $8.6 billion dollar Highway Plan and extends the date for completion of the project to 15 years. The Senate has passed both their Base and Expansion Budgets. The money bills that have been passed by one house are being rejected by the other house.

On July 6, 1989 a Conference Committee was appointed to try to reach resolution of these issues. It is composed of eleven Senators and eleven Representatives.

Senators:
Marc Basnight, Manteo
George Daniel, Yanceyville
William Goldston, Eden
Ted Kaplan, Lewisville
Helen Marvin, Gastonia
Aaron Plyler, Monroe
Marshall Rauch, Gastonia
James Richardson, Charlotte
Kenneth Royall, Durham
Dan Simpson, Morganton
Paul Smith, Salisbury

Representatives:
Billy Creech, Wilson's Mills
Dan DeVane, Raeford
Pryor Gibson, Wadesboro
Harry Grimmer, Charlotte
Alex Hall, Wilmington
Sam Hunt, Burlington
Howard Hunter, Conway
Robert Hunter, Marion
Clayton Loflin, Monroe
George Robinson, Lenoir
Betty Wiser, Raleigh

The requests from the Legislative Study Commission on Nursing are being caught up in this budget debate. The Senate has included all the proposals in their Expansion Budget which passed the Senate on June 28, 1989. Although there were slight reductions in specific line items, all proposed measures to reduce the nursing shortage were included in the budget. The House of Representatives Appropriations Committee did not include the nursing bills in their Base Budget and has yet to submit their Expansion Budget.

A brief description of each item that has been included in the Senate Expansion Budget and the monies appropriated for that item are listed below.

Recruitment

a) $100,000 (1989-90) and $100,000 (1990-91) to community college and university system for use in developing more varied clinical training sites for nursing students.

b) $50,000 (1989-90) and $50,000 (1990-91) to the Area Health Education Centers to provide information and training programs to employers to help retain new nursing graduates.

c) $50,000 (1989-90) and $50,000 (1990-91) to provide materials and training about health careers for middle-school aged children.

d) $100,000 (1989-90) and $100,000 (1990-91) to the North Carolina Foundation for Nursing, Inc. to promote nursing as a profession.

e) $75,000 (1989-90) to be used to award competitive grants to schools of nursing in the community college and university system for innovative efforts to recruit various groups of students.

f) $75,000 (1989-90) and $100,000 (1990-91) to be used to continue and expand pilot efforts in the area of nurse recruitment.

g) $75,000 (1989-90) and $75,000 (1990-91) to increase the availability of refresher courses for nurses through the Area Health Education Center. These monies can be used as incentives to schools of nursing which provide refresher courses in the community college and university system.

Retention

a) $75,000 (1989-90) and $75,000 (1990-91) to be used to award competitive grants to employers for development of innovative projects to retain nurses in patient care.

b) $150,000 (1989-90) and $150,000 (1990-91) to be used to continue and expand pilot projects to retain nurses in the nursing profession.

c) $75,000 (1989-90) to the Legislative Study Commission on Nursing to plan a Center for Excellence in Nursing.

d) $100,000 (1989-90) to the Area Health Education Centers to conduct two pilot institute programs for nurses involved in direct patient care.

Salaries

a) $50,000 (1989-90) and $50,000 (1990-91) to be used for funding competitive grants to experiment with salary programs for nurses within professional practice models. These monies cannot be used to pay nursing salaries.

b) $30,000 (1989-90) and $30,000 (1990-91) to be used for funding competitive grants to stimulate innovative approaches to provide child care and flexible fringe benefit plans for nurses.

c) $100,000 (1989-90) to be used for funding competitive grants to health care facilities for improvement of nursing support services and productivity efforts including computerization.

d) $50,000 (1989-90) to be used for incentive planning grants for the development of integrated pay, career advancement, and education plans for nurses.

Legislative Update

Education

a) $75,000 (1989-90) and $75,000 (1990-91) to be used to enable the State Education Assistance Authority to provide staff to administer the merit scholarship program.

b) $500,000 (1990-91) to provide 100 $5,000 per year scholarships to students enrolled in the university system schools of nursing.

c) $900,000 (1990-91) to provide 300 $3,000 per year scholarships to students enrolled in the community college system schools of nursing.

d) $75,000 (1990-91) to provide 25 $3,000 per year scholarships to junior and senior college students enrolled in the university system schools of nursing.

e) $75,000 (1990-91) to provide 25 $3,000 per year scholarships to nurses to get a baccalaureate degree in the university system schools of nursing.

f) $900,000 (1989-90) and $900,000 (1990-91) to provide need-based scholarships to be used in any school of nursing.

g) $210,000 (1989-90) and $210,000 (1990-91) to the community college system to enhance the formula funding for nursing programs.

On Friday, June 30, 1989 the Senate passed the nursing bills that would serve as guidelines for implementation of the Expansion Budget provisions. S244, Funds for Nursing Programs, passed the Senate and has been sent to the House. The companion bill in the House is H318 which is still in the Appropriations Committee. Both H316, Nursing Scholars Program, and H320, Nursing Shortage Alleviation Act, passed the Senate and have been ratified. All bills passed unanimously.

Calendar of Events

August 2	Nurse Practitioners Spring Symposium Committee, 10:00-2:00
August 4	Constituent Forum's District Leadership Day, 8:30-4:00,
August 4	Committee on Credentialing Issues, 1:00-4:00
August 5	N.C. Federation of Nursing Organizations, 9:30-12:00
August 7	Community Health Council, 10:00-2:00
August 7	Cabinet on Education and Resource Development, 10:00
August 8	Cabinet on Professional and Economic Development, 9:30
August 9	Task Force on Nursing Constituencies, 12:00-4:00
August 10	**Tar Heel Nurse** Editorial Advisory Committee, 10:00-12:00
August 10	Council on Gerontological Nursing, 10:00-1:00
August 10	Steering Committee, 12:00-4:00
August 11	Cabinet on Research, 10:00-2:00
August 14	N.C. Foundation for Nursing, Inc. Board of Trustees, 1:30
August 15	Continuing Education Council, 12:00-2:00
August 16	Continuing Education Approval Unit, 12:00-3:00
August 16	NCNA Convention Local Arrangements Committee, 2:00-4:00
August 18	NCNA Board of Directors, 9:00-4:00
August 21	Cabinet on Marketing, 10:00-2:00
August 21	Task Force on Statewide Educational Needs, 10:00-2:00
August 22	Nurse Practitioners Spring Symposium Committee, 10:00-2:00
August 25	Peer Assistance Program Committee, 10:00-2:00
August 28	Finance Committee, 10:00-1:00
Sept 4	Office closed to observe Labor Day
Sept 7	Psychiatric-Mental Health Council CE Subcommittee, 9:00
Sept 8	Cabinet on Professional and Economic Development, 9:30
Sept 8	Cabinet on Constituent Associations, 10:00-2:00
Sept 8	Psychiatric-Mental Health Council, 1:00-3:00
Sept 13	Council on Medical-Surgical Nursing, 10:30-1:30
Sept 15	NCNA Board of Directors
Sept 16	Council Psychiatric-Mental Health Nurses/Adv. Practice, 9:30
Sept 21	Continuing Education Approval Unit, 10:00-1:00
Sept 22	Peer Assistance Program Committee, 10:00-2:00
Sept 22	North Carolina Council on Nursing Shortage, 10:00-1:00
Sept 22	Committee on Credentialing Issues, 1:00-4:00
Sept 25	Cabinet on Marketing, 10:00-2:00
Sept 25	Continuing Education Provider Unit, 12:00-3:00
Sept 29	Cabinet on Practice, 9:30-3:30
Sept 29	Nurse Practitioners Executive Committee, 10:00-3:00
Oct 13	**Tar Heel Nurse** Editorial Advisory Committee, 10:00-12:00

RCT Update

At the AMA annual meeting in June, the Board of Trustees presented a proposal entitled "RCT Proposal Implementation: Status Report." The plan included the following six points: 1) the formation of an advisory group composed of physicians, nurses, and allied health representatives; 2) the development of methods to evaluate the cost-effectiveness and quality of care; 3) the development of curricula; 4) the assessment of the continuing need for bedside caregivers; 5) the on-site review of selected, existing programs similar in concept to the RCT proposal; and 6) the implementation of demonstration projects to evaluate the RCT as a member of the health care team.

The report included a review of four existing programs that are similar in concept to the RCT. One of these programs was at Presbyterian Hospital in Charlotte. The report noted that "these four programs vary considerably as to purpose, source of applicants, and progress to date." **However, all were producing assistants/technicians who were trained at the most basic two month RCT level.**

Special Note: Presbyterian Hospital was the first hospital to implement the Level II Nurse Aide training. Their training program has been approved by the Board of Nursing and the first class completed their training in March.

District Lines Change

The NCNA Board of Directors recently accepted the formal dissolution of District 23 and has added those NCNA members to District 26. The new District 26 now encompasses Cherokee, Clay, Graham, Haywood, Jackson, Macon and Swain counties.

District 18 requested that they redraw district lines so that it would include Greene and Wayne counties. With this realignment, a new district was formed in Wilson county. It has been designated District 27.

NCNA will be working closely with these districts as they begin operating under their new structure. Good luck to each district!

Deadline for American Journal of Nursing Writing Contest has been extended to September 15.

President's Message

I survived the '89 House of Delegates! To be perfectly honest, I had been dreading this House of Delegates because I was afraid we would slip into old patterns of debating gnats' hairs and pretending to compromise, but never really altering mindsets. After the unified high we experienced in Louisville in '88, I didn't want to face what I thought had all the potential to be a disaster. The good news is, the House was stimulating and exciting—no blood was shed, compromise was real and debates were limited to critical issues. I believe we really have come of age!

Elsewhere in this issue you will find a complete summary of all convention activities. Let me just assure all of you that you can rightfully be very proud of all your elected ANA delegates. They worked long hours attending not only formal hearings and forums, but also informal caucuses where the real meat of the compromises was hammered out. Some of these extended into the wee hours of the morning! Please take a moment to thank these folks next time you see them.

Jo Franklin

The most difficult issue to bring back to you is that of the dues increase. While we were not able to obtain a complete delay in the increase until 1991 (which was the position we had hoped to lobby for), we did forge a successful coalition with other small states to provide for: 1) an implementation date of July 1, 1990 (a six-month delay), and 2) a staggered increase of $15 in 1990 and $15 in 1992. We also supported the "California Plan" which provides a dues incentive for those states who are able to attain an increase in membership each year. This should be a great plus for North Carolina in light of our active membership recruitment and retention programs.

No one likes increased dues. However, ANA has demonstrated the need for this increase. We need a strong, articulate ANA; we need a responsive ANA. We need to ensure that ANA has the resources to represent us accurately and decisively. This dues increase provides for these needs.

Now, NCNA needs your support. At the time of the last dues increase, we were able not only to sustain our membership, but to increase it. We need that same effort this time. During this critical nurse shortage, we must continue to work together toward common goals. NCNA is the only vehicle through which we can accomplish all the tasks that must be done. Plan to continue to be a partner. Bring along a colleague or two.

AIM HIGH

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★ Nurse Anesthetist
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AIR FORCE

ATTENTION: NURSING PROFESSIONALS

LOOKING FOR A CHANGE?

IF YOU ARE INTERESTED IN WORKING NORMAL HOURS -
IF YOU ARE A SELF MOTIVATED INDIVIDUAL -
IF YOU DESIRE A CHANGE BUT WISH TO REMAIN IN THE HEALTH INDUSTRY -
IF YOU ARE TIRED OF TAKING ORDERS AND SPENDING YOUR TIME WITH MENIAL TASKS -
IF YOU DESIRE TO CONTROL YOUR OWN BUSINESS AND MAKE THE DECISIONS -

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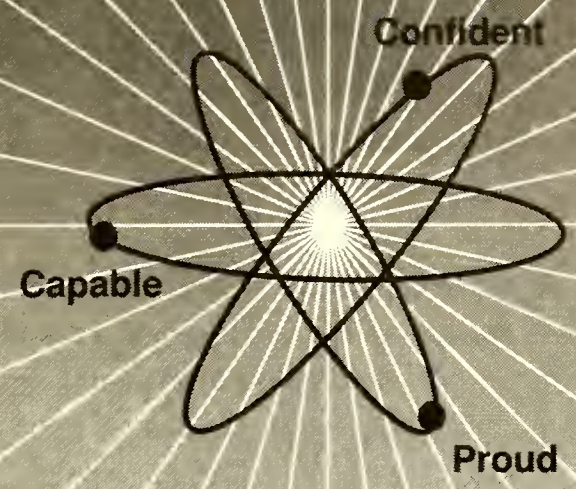
HEALTH SENTRY, INC.
BRADLEY E. MEYER, PRESIDENT
201 HEATHERSET PLACE
FRANKLIN, TN 37064-7069
PHONE: 1-615-646-5052



1989
Convention
North Carolina
Nurses Association
October 25-28, 1989
Sheraton Imperial Hotel
Research Triangle Park, NC

POWER IN NURSING:

CREATED BY ISSUES, STRENGTHENED BY ACTIONS

POWER RN

Convention Schedule

POWER IN NURSING:

CREATED BY ISSUES, STRENGTHENED BY ACTIONS

Tuesday, October 24

10:00 am - 5:00 pm Board of Directors

7:30 pm - 9:00 pm Convention Planning Committee Meeting

Wednesday, October 25

9:00 am - 1:00 pm Constituent Forum

9:00 am - 11:00 am Local Arrangements Committee Meeting

12:00 noon - 7:00 pm REGISTRATION

1:00 pm - 3:00 pm Constituent Forum

Cabinet on Marketing

Cabinet on Constituent Associations

1:00 pm - 3:00 pm

Council and Committee Business Meetings

Continuing Education Approval Unit

Continuing Education Provider Unit

Nurse PAC

Peer Assistance Program

Council on Nursing Education

Continuing Education Council

Community Health Council

Council on Gerontological Nursing

Maternal-Child Health Council

Council on Medical-Surgical Nursing

Council on Nursing Diagnosis

Council on Nursing Management

Council of Primary Care Nurse Practitioners

Psychiatric-Mental Health Council

Council of Psychiatric-Mental Health Nurses in Advanced Practice

2:30 pm - 3:30 pm Committee of Tellers

3:00 pm - 5:00 pm Cabinet Business Meetings

Cabinet on Constituent Associations

Cabinet on Education and Resource Development

Cabinet on Government and Health Policy

Cabinet on Marketing

Cabinet on Practice

Cabinet on Professional and Economic Development

Cabinet on Research

3:00 pm - 5:00 pm New Member Orientation

4:00 pm - 6:00 pm Assessment for Career Life Planning

(five career assessment counselors will take individual appointments for each 30 minute session)

4:00 pm - 6:00 pm Steering Committee/ Nurses Roundtable

5:00 pm - 6:00 pm North Carolina Association of Nursing Students

6:00 pm - 7:00 pm Meet the NCNA Candidates (Cash Bar)

7:00 pm - 9:00 pm Keynote Banquet

"Where Have All the Nurses Gone? Will Anyone Care?"

9:00 pm - 11:00 pm PAP Country Store

Thursday, October 26

7:00 am - 3:30 pm REGISTRATION

7:00 am - 9:00 am Workplace Breakfast

"Rejecting My Work Assignment"

9:00 am - 4:30 pm VOTING

9:00 am - until PAP Country Store

9:00 am - 10:00 am ANA Convention Report

10:00 am - 10:15 am Break

10:15 am - 12:00 noon Bylaws and Resolutions

10:00 am - 12:00 noon Assessment for Career Life Planning

12:30 pm - 2:30 pm Concurrent Sessions and Box Lunch

(Choose 1)

Peer Assistance Program

"Re-entry into Nursing: A New Beginning"

Council on Nursing Diagnosis

Cabinet on Research Poster Session

12:30 pm - 2:30 pmAssessment for Career Life Planning

2:00 pm - 11:00 pm EXHIBITORS

2:30 pm - 3:30 pm Credentialing Committee

Convention Schedule

3:00 pm - 5:00 pm Concurrent Sessions (Choose 1)

Cabinet on Education and Resource Development

"Unifying Practice and Education"

Cabinet on Research

"Strengthening Practice Through Research: Getting Research Started"

Council of Psychiatric-Mental Health Nurses in Advanced Practice

3:00 pm - 5:00 pm Assessment for Career Life Planning

5:00 pm - 6:00 pm CREDENTIALING

6:30 pm - 8:30 pm Art Museum Open House

9:00 pm - 10:30 pm VOTING

Friday, October 27

7:00 am - 7:45 am Early Bird Walk or Fun Aerobics

7:00 am - 7:15 pm REGISTRATION

7:00 am - 11:00 am EXHIBITORS

7:30 am - 10:30 am VOTING

8:00 am - 10:00 am Career Life Development Sessions (Choose 1)

Educational Counseling

Financial Planning

Image Building

Retirement Planning

10:00 am - 12:00 noon Career Life Development Sessions (Choose 1)

Health Management and Leisure: Time Beyond the Job

Job Seeking

Values Clarification

10:00 am - until PAP Country Store

10:00 am - 12:00 noon Steering Committee on Entry Into Practice OPEN FORUM

12:00 noon - 2:00 pm Concurrent Sessions and Box Lunch (Choose 1)

AIDS Panel

Cabinet on Government and Health Policy

"Politics and Nursing: The Correlation"

12:00 noon - 2:00 pm CREDENTIALING

2:00 pm - 5:00 pm HOUSE OF DELEGATES

5:00 pm - 7:00 pm Reception (Cash Bar)

7:00 pm - 9:30 pm Awards Banquet

Saturday, October 28

8:00 am - 9:00 am CREDENTIALING

9:00 am - 1:00 pm HOUSE OF DELEGATES

1:00 pm - 3:30 pm Luncheon for Newly Elected NCNA Board of Directors

Keynote Banquet

The 1989 NCNA Convention opens with the keynote program entitled "Where Have All the Nurses Gone? Who Will Care?" Issues concerning the impact of the nursing shortage on legislation, education, health care, and the lay community will be raised and discussed. This program will be modeled after a talk show format, and will feature one NCNA Board of Directors member, Sandra Randleman, as the facilitator. Audience participation will be a key element!

The program panel will include the Honorable Josephus Mavretic, Speaker of the North Carolina House of Representatives; Sandy Shugart, Vice President for Programs, North Carolina System of Community Colleges; Barbara Small, Medical Center Director, Veteran's Administration Medical Center in Durham; Dianna Aideuis, Staff Nurse, Rex Hospital; a physician and a consumer.

Josephus Mavretic

Sandy Shugart

Barbara Small

Dianna Aideuis

Convention Highlights

Workplace Breakfast

Begin the day with a "workplace" breakfast focusing on issues currently impacting work assignments. Ellen Murphy, Associate Professor at the University of Wisconsin-Milwaukee, will address the rights and responsibilities of staff nurses in accepting or rejecting work assignments. She will also discuss issues such as malpractice exposure of staff nurses, managers, and health care agencies in short-staffed or floating situtations.

Art Museum Open House

End this issue oriented day with a relaxing, yet culturally enriching trip, to the North Carolina Art Museum in Raleigh. In an environment of fine art enjoy refreshments and soothing music. Bus transportation from the Sheraton Imperial will be provided free of charge and will run continuously from 6:00 p.m. to 9:00 p.m.

Career Life Planning Assessment

Convention goers will be able to take advantage of an exciting opportunity to plan their professional and personal careers. Throughout each day, there will be assessment counselors available to meet individually with participants for thirty minute sessions. These sessions will offer each participant the opportunity to determine his/her future through a career assessment tool which will focus on strengths and and goals of the individual. **PLEASE NOTE: If you are interested in participating in a career life planning assessment, please check first and second choice of day on the Convention Registration Form.**

On Friday, a series of concurrent sessions will help attendees look as some specific issues in career development. These sessions are open to all convention registrants, and it will not be necessary to have completed a career assessment session. The concurrent sessions are:

Educational Counseling

Financial Planning

Health Management and Leisure Time

Image Building

Job Seeking

Retirement Planning

Values Clarification

New Member Orientation

A special feature of the 1988 NCNA Convention was a new member orientation which was designed to meet both the needs of the new member and the member who was attending the Convention for the first time. It was such a success that the Convention Planning Committee has decided to make it an annual event.

Participants receive an overview of NCNA structural units featuring brief presentations by members of the NCNA Board of Directors including descriptions of the activities carried out by the Cabinets, Constituent Forum, and other committees of the Board.

Another feature is a review of the House of Delegates procedures and the role the delegates and non-delegates play in the process. This will include a summary of the types of action that might come before the House, such as resolutions, emergency resolutions, main motions, and bylaws changes.

Since all NCNA members are eligible to vote for the NCNA Board of Directors, voting procedures and times will be reviewed. Council affiliates will be able to vote for the executive committees of their respective councils.

This orientation session provides an opportunity to learn more about the structure of NCNA and will allow first-time attendees to feel a greater sense of participation in the Association and the special Convention activities.

Wanted: Members with a Good Sense of Direction!

by Gale Johnston, President-Elect

"Welcome to Cincinnati," purred the flight attendant. I turned to the passenger on my left, doubting my own ears. "Did she say 'Cincinnati'?" I asked, just in time to join in peals of laughter as my fellow passengers realized that it was the flight attendant who was disoriented, not us! This incident was amusing to me because I knew where I was going (Kansas City), yet for that **split second** I doubted my destination, as did those around me. Although relative strangers, we suddenly shared a moment of instant camaraderie (at the expense of a highly embarrassed flight attendant!).

The beginning of NCNA's new biennium is much like that recent plane trip. If we are sure of our destination and have taken all necessary preparations to reach it, we should have no more than that occasional split second of disorientation if someone throws us a curve. In October, our House of Delegates will approve NCNA's goals and priorities for the next two years, thereby setting our course and destination. But just as important as these are effective travel plans and travellers who have a good sense of direction. "Travel plans" are developed by our Cabinet and Committee members, and "seats are available." A Consent to Serve form appears in this special convention section and I urge you to send it quickly to NCNA Headquarters (your travel agent). Why the RUSH? Well, we need to "hit the ground running" after the October convention and a preliminary list of potential Cabinet and Committee members will be presented to the newly elected Board of Directors at the post-convention Board meeting. Appointments will be finalized at the Board's retreat in November. Since these groups need to be diverse in composition but not unwieldy in size, a "first-come, first served" approach will be used.

I am terribly excited about this first step into our new biennium, and I look forward to sharing the journey with those of you whom I already know and those of you whom I have yet to meet. Let's share that feeling of camaraderie in our journey to a common destination. Don't delay—you may miss your connection!

Policies and Guidelines for Cabinet and Committee Chairs and Members

A. Establishment of Committees

1. Elected and appointed cabinet and committee members will be notified of appointment or election by written notice, and consent to serve will be requested. Term of appointment will be stated.
2. Chairs will be notified of names and addresses of members of the respective cabinet or committee.
3. Chairs of special or ad hoc committees will be notified at the time of appointment of the specific charge to the committee.

B. Responsibilities of the Chair

1. Schedule meetings and clear meeting dates with headquarters. Regular meetings for all structural units should be scheduled during the work week (Monday-Friday, 8:30 a.m.-4:30 p.m.)
2. Prepare agenda prior to each meeting and send to headquarters for mailing to members. Notice of the meeting should include plans for lunch—either members are to bring a bag lunch or the agenda is structured to allow time to go out of the office for lunch.
3. Notify staff for materials and information needed prior to meeting.
4. Conduct meeting according to *Robert's Rules of Order.*
5. Designate recorder for each meeting if there is no elected secretary.
6. Review minutes for accuracy prior to their being submitted to headquarters, and see that approved minutes reach headquarters within 72 hours of meeting.
7. Minutes received in unusable form will be returned to the chair for correction.
8. Distribute travel vouchers to members to be completed by adjournment of the meeting.
9. Cancellation of the scheduled meetings should occur at least *five days prior* to the meeting. Cancellations that occur less than five days before the scheduled date due to preference of the chair are to be communicated to the members of the committee or cabinet by the chair, with notification to headquarters.
10. Submit goals and plans annually to the board and/or responsible structural unit.
11. Report to board and/or responsible structural unit prior to or during their regularly scheduled meetings.
12. Prepare a written interim report for the Board and/or responsible structural unit to be submitted September 1 of the even year of the biennium.
13. Prepare written biennial report for Board and/or responsible structural unit to be submitted by August 1 of odd year of the biennium.
14. Monitor attendance at meetings and notify Board and/or responsible structural unit if a member misses more than two consecutive meetings without notice.
15. Obtain authorization from the Executive Director for expenditure of any NCNA funds and transmit promptly to headquarters any funds collected in the name of the Association.

C. Responsibilities of Cabinet and Committee Members

1. Respond promptly to communications regarding meetings and committee business.
2. Attend scheduled meetings. Absence from two consecutive meetings may mean deletion from committee roster.
3. Notify chair or headquarters if unable to attend meetings.
4. Participate in discussion of committee business and share responsibility in any activity.
5. Follow *Robert's Rules of Order* during committee discussions.
6. Prepare for meetings for informed discussion.
7. Resign if no longer able to attend.

D. Responsibilities of Staff to Committees

1. Assist chair and committee as necessary.
2. Provide materials and information requested by chair and committee.
3. Assist committee with implementation of decisions.
4. Perform secretarial work of committee except correspondence between members.
5. See that minutes received in proper form are distributed to members within one week.
6. Maintain in headquarters the official file of the committee/cabinet.

E. Responsibilities of Special Appointees

1. Attend scheduled meetings.
2. Regularly provide reports to the Board.
3. Prepare a written report by September 1 of the even year of the biennium.
4. Prepare a written report by August 1 of the odd year of the biennium.

Council Ballots

Message from the NCNA Nominating Committee

The NCNA Nominating Committee presented the statewide slate for 1989-1991 elective office on page 16 of the May/June 1989 issue of the **Tar Heel Nurse**. This was done in compliance with established policy requiring the slate to be publicized at least 60 days prior to the odd-year convention.

Policy also assures the right of any member to self-declare for any office for which the member is qualified. In this special convention section is an official form for self-declaring for any office listed on the slate. The deadline for self-declarations to reach the Nominating Committee is **September 25, 1989**. The official form must be used.

Immediately after September 25, the Nominating Committee will rule on qualifications of self-declared candidates, and the official ballot will be printed, with the names added of those determined to be qualified who have self-declared.

Members desiring to vote by absentee ballot in the 1989 election of NCNA officers may send a written request for an absentee ballot. This request must reach NCNA headquarters no later than **October 5, 1989**, and must be accompanied by a stamped #10 (4" x 9 1/2") self-addressed envelope. On October 5 the absentee ballot will be mailed to current members requesting it.

Voting by absentee ballot is an option. The other option is to appear at the polls during scheduled voting hours at the convention and cast your ballot in person. Members choosing to cast their vote at the polls will be required to present a current membership card to the tellers.

Councils develop 1989-1991 ballots

The nominating committees of NCNA's nine councils under the Cabinet on Practice and two councils under the Cabinet on Education and Resource Development have developed preliminary slates of nominees for their executive committees. The slates are included below.

Each council affiliate was sent a letter asking them to consider serving as a council officer and yet many councils do not have a full slate. Council affiliates interested in running for office in any of the councils are invited to self declare by submitting their name and vitae to NCNA by **August 1**. The council nominating committees will meet to finalize the slates after the August 1 deadline. Typically, the executive committees meet four times yearly and the general membership three times with one of those meetings held at the annual convention in October. Those interested in further information about council offices and responsibilities should feel free to call NCNA staff.

The NCNA Board of Directors voted on May 19 to allow NCNA council affiliates to vote by absentee ballot in the 1989 election. Council group members who wish to use the absentee voting option must submit a request for the ballot and a self-addressed, stamped #10 envelope to NCNA by September 1. Completed ballots must be returned to NCNA by October 1. Election results will be announced at council meetings during the 1989 convention and will be reported in the November/December issue of the **Tar Heel Nurse**.

Council Ballot

Council on Nursing Education

Chair: Linda Wright

Vice Chair: Rhonda Ferrell

Secretary: Shirley Lail

Members At Large:

Linda Ellington

Sue McIntyre

Representative to Cabinet:

Loletta Faulkenberry

Continuing Education Council

Chair: Gregory Casalenuovo

Vice Chair: Jan Johnson

Secretary: Marie Muscovin

Members At Large:

Marilyn Agney

Debbie Moore

Representative to Cabinet:

Gregory Casalenuovo

Community Health Council

Chair: Susan Randolph

Donna White

Vice Chair: Karen Hutcherson

Secretary: Robin Holton

Members At Large:

Bette Ferree

Representative to Cabinet:

Catherine Gutmann

Katheryn Jennifer

Council on Gerontological Nursing

Chair: Betty Mauney

Vice Chair: Ruthie Giles

Secretary: Marti Hanson

Members At Large:

Bea Chase

Su Modlin James

Representative to Cabinet:

Julia Horton

Susan Tatro

Maternal Child Health Council

Chair: Terri Burleson

Vice Chair: Maida Dundon

Secretary:

Rebecca Saunders

Lisa Spruill

Members At Large:

Judy Allen

Jacqueline Burr

Lynn Parker

Elizabeth Smith

Julie Smith

Representative to Cabinet:

Donna Keith

Sharon Sarvey

Council Ballots

Council on Medical-Surgical Nursing

Chair: Sheila Bryson

Vice Chair: Nancy Brown

Jenny Sandoval

Secretary: Barbara Osguthorpe

Olivia Street

Members At Large:

Joan Bounds

Terry Tranbarger

Representative to Cabinet:

Vercie Eller

Assanatu Savage

Council on Nursing Diagnosis

Chair: Dianna Aideuis

Vice Chair: Debbie Kiser

Secretary: Sharon Dill Kerr

Members At Large:

Beverly Barnette

Susan Helms

Representative to Cabinet:

Dianna Aideuis

Council on Nursing Management

Chair: Cynthia Savell

Vice Chair: Ruth Bailey

Secretary: Alice Chenoweth

Members At Large:

Phyllis Duhan

Cynthia King

Representative to Cabinet:

Betsey Snow

Council of Primary Care Nurse Practitioners

Chair: Peggy Norton

Ann Sales

Vice Chair: Doug Grinar

Secretary: Pat Holcomb

Shirley Nesbitt

Members At Large:

Marie Shirey

Betty Thomas

Jan Wolfe

Representative to Cabinet: Bonnie Hill

Psychiatric-Mental Health Council

Chair: Chris Cushing

Debbie Reed

Vice Chair: Gloria Cheek

Denise Pottorff

Secretary: Norma Wilhoit

Members At Large:

Katherine Dewald

Dot Honeycutt

Frank Moore

Rosemary Strickland

Representative to Cabinet:

Dianne Barber

Wanda Waiters

Council of Psychiatric-Mental Health Nurses in Advanced Practice

Chair: Carolyn Billings

Vice Chair: Caryl Deblitz

Secretary: Debbie Reed

Members At Large:

Marilyn Earle

Ginny Messick

Barbara Rynerson

Representative to Cabinet:

Susan Simon

WIN AN ALL-EXPENSE PAID CRUISE FOR TWO

Spend Three Nights Cruising the Bahamas

Raffle is sponsored by the

North Carolina Nurses Association
Peer Assistance Program

$3.00 per ticket or

$25.00 for book of 10 tickets

Drawing: October 28, 1989

NCNA Convention

Contact any member of the Peer Assistance Committee, NCNA Headquarters, or District Presidents to purchase tickets.

Proposed Amendments to NCNA Bylaws—1989

Current Bylaws	Proposed Amendments	Rationale
Article I. Name, Purposes, and Functions Section 2. Purposes b. These purposes shall be unrestricted by consideration of nationality, race, creed, religion, lifestyle, color, sex, or age.	Article I. Name, Purposes, and Functions Section 2. Purposes b. These purposes shall be unrestricted by consideration of nationality, race, creed, handicap, religion, lifestyle, color, sex or age.	Adds "handicap" to language re: unrestricted membership for conformity with ANA bylaws.
Article III.Membership and Dues Section 1. Composition The North Carolina Nurses Association shall be composed of registered nurses who meet the qualifications stated in these bylaws.	Article III. Membership and Dues Section 1. Composition The North Carolina Nurses Association shall be composed of registered nurses who meet the qualifications stated in these bylaws. The membership of the North Carolina Nurses Association is unrestricted by unrestricted by consideration of nationality, race, creed, handicap, religion, lifestyle, color, sex, or age.	Adds language re: unrestricted membership for conformity with ANA bylaws.
Article III.Membership and Dues Section 6. Dues a. The House of Delegates shall establish the dues.	Section 6. Dues a. The dues for a member of NCNA and the uniform dues of its constituent associations shall be established by the NCNA House of Delegates. The ANA assessment is in addition to the NCNA and constituent association dues.	This language allows member assessments to be adjusted to accommodate to increases in the ANA assessment while continuing to vest in the NCNA House of Delegates the authority to establish the amount of NCNA and constituent association dues.

Registration Form - 1989 NCNA Convention
October 25-28, 1989

Name_____ PreferredName for Badge_____

Address_____ Telephone(o)_____

_____

(h)_____

District Number _____ Membership Number _____

Pre-Registration: Convention registration includes dinner on 10/25, breakfast, box lunch, and open house on 10/26, and box lunch and dinner on 10/27. Please check appropriate box and indicate amount paid.

Entire Convention

		Amount Paid
☐ NCNA Member	$145	$_____
☐ Student (full-time, member NCNA or NCANS)	$100	_____
☐ Retired (members 62 years of age or older)	$100	_____
☐ Non-Member	$285	_____
☐ Student Non-Member	$200	_____
☐ Staff Nurse Sponsor Program (see over)		-30
	Total Enclosed	$_____

Make check payable to NCNA and return to:
NCNA
PO Box 12025
Raleigh, NC 27605

ON-SITE REGISTRATION FEE IS $15 HIGHER

ONE DAY ONLY	Wed., Oct. 25 (includes dinner)	Thurs., Oct. 26 (includes breakfast, box lunch and open house)	Fri., Oct. 27 (includes box lunch & dinner)	Sat., Oct. 28	AMOUNT PAID
Member	$ 70.00	$ 70.00	$ 75.00	$14.00	$_____
Student	$ 35.00	$ 35.00	$ 37.50	$ 9.50	_____
Retired	$ 35.00	$ 35.00	$ 37.50	$ 9.50	_____
Non-Member	$140.00	$140.00	$150.00	$28.00	_____
Student Non-Member	$ 70.00	$ 70.00	$ 75.00	$14.00	_____
				Total Enclosed	$_____.

Refund of 80% of Convention fee is available until October 13, 1989.

Hotel Registration Form

Sheraton Imperial Hotel & Towers

Reservation Phone: 919-941-5050

ORGANIZATION: **N.C. NURSES ASSOCIATION**

DATES: **October 25-28, 1989**

Rooms at the Sheraton Imperial will only be held at the conference rate until **September 25**, 1989.*

month | date | year — Arrival Date

Arrival Time

month | date | year — Departure Date

CHECK IN TIME **2:30PM**

CHECK OUT TIME **12:30PM**

Please reserve accommodations for:

Name_____ Phone(o)_____

Address_____ (h)_____

_____

Sharing room with: _____ Smoking_____ Non Smoking_____

Signature_____

Please check method of guarantee:*

☐ Check ☐ Money Order ☐ Am.Ex. ☐ Choice ☐ Master Card

☐ Visa ☐ Diners Club ☐ C.B. ☐ Discover

Card Number _____ Expiration Date_____

Accommodations will not be held without a guarantee past 6:00pm. If unable to attend, you will be charged if reservation is not cancelled before 6:00pm.

Staff Nurse Sponsor Program

Individuals who sponsor a staff nurse as a convention attendee are eligible for $30 off the listed registration fee. PLUS, all staff nurses are entitled to $30 off the listed registration fee whether or not they are sponsored. Each registrant is only eligible for one $30 discount.

A staff nurse is defined as a nurse employed full time who spends total work time providing direct patient care.

On-Site Registration

On-site registrants may be unable to purchase meal tickets due to limited quantities. However, theatre style seating will be available on a first come first serve basis for the program portion of these events.

On-site registration is $15 higher.

Additional Information Requested

- ☐ New Member
- ☐ First time Convention attendee
- ☐ Plan to participate in career life planning program

  _____Wednesday _____Thursday
- ☐ Current practice setting _____
- ☐ Place of employment _____

Sheraton Imperial Hotel & Towers

The hospitality people of ITT

I-40 EXIT 282 at PAGE ROAD, RESEARCH TRIANGLE PARK, NORTH CAROLINA
919/941-5050

North Carolina Nurses Association
Biographical Data and Consent-To-Serve

NAME_____ CRENDENTIALS (RN, MSN, etc.)_____

ADDRESS_____CITY_____ZIP_____

DISTRICT_____ AREAOFPRACTICE_____

SCHOOLOFNURSING_____

ADDITIONALPROFESSIONALEDUCATION_____

_____

PRESENT POSITION_____ PLACE OF EMPLOYMENT_____

PROFESSIONAL ORGANIZATION ACTIVITIES (List offices and committees on national, state, or district level, for last five years.)

District_____

_____

State_____

_____

National_____

_____

PRESENTOFFICE(S)_____

_____

Review cabinet structure and interest areas and preferentially rank your first three choices:

Cabinet Structure:

_____Cabinet on Constituent Associations
_____Cabinet on Education and Resource Development
_____Cabinet on Government and Health Policy
_____Cabinet on Marketing
_____Cabinet on Practice
_____Cabinet on Professional and Economic Development
_____Cabinet on Research

Areas of Interest:

_____Bylaws
_____Continuing Education Approval Unit
_____Continuing Education Provider Unit
_____Convention Planning
_____Finance
_____Legislation
_____Nurse PAC
_____Peer Assistance Program
_____Resolutions
_____**Tar Heel Nurse** Editorial Advisory

Committees are appointed after each election to carry out the duties assigned by the Board of Directors and/or the Bylaws. Terms are for the biennium.

The present policy of the Board of Directors does not allow travel reimbursement for meetings of NCNA structural units. December 8, 1989 is the date of orientation for cabinet and committee members. ***All*** cabinet and committee members are expected to attend..

If appointed, I agree to fulfill, to the best of my ability, the duties and responsibilities of the cabinet or committee for which I am submitting my name.

Telephone(work)_____

(home)_____

_____

Signature

Please return to NCNA Headquarters, PO Box 12025, Raleigh, NC 27605, by September 1, 1989

1989 SELF-DECLARATION FORM FOR NCNA ELECTIVE OFFICE

PRESIDENT-ELECT, VICE-PRESIDENT, SECRETARY, TREASURER, DIRECTOR, NOMINATING COMMITTEE, CABINET CHAIRMEN, ANA DELEGATES & ALTERNATES

I WISH TO HAVE MY NAME PLACED ON THE BALLOT FOR THE OFFICE OF _____

NAME_____ CREDENTIALS(RN,MSN,etc.)_____

Address_____ City_____ Zip_____

District_____ Area of Practice_____

School of Nursing_____

Additional Professional Education_____

_____

Present Position_____ Place of Employment_____

Professional Organization Activities (List offices and committees and national, state, or district level, for last five years.)

District_____

_____

State_____

_____

National_____

_____

PresentOffice(s)_____

_____

The present policy of the Board of Directors does not allow travel reimbursement for meetings.

The newly elected Board of Directors will meet in retreat on November 10-11, 1989. All elected members of the Board of Directors are expected to attend.

December 8, 1989 is the date of orientation for cabinet, council and committee members. All cabinet, council and committee members and the elected leadership are expected to attend.

The November/December 1986 **Tar Heel Nurse** contains the current bylaws. Please study these bylaws for responsibilities of elected officers.

If elected, I agree to fulfill, to the best of my ability, the duties and responsibilities of the office for which I am submitting my name.

Date_____ Signed_____

Telephone: Home(__)_____ Work(__)_____

THIS FORM MUST BE RECEIVED NO LATER THAN **SEPTEMBER 25**, 1989.

MAIL TO: NOMINATING COMMITTEE, NCNA, PO BOX 12025, RALEIGH, NC 27605

Candidate Profiles

President -Elect

Dona H. Caine, M.S.N., R.N.,C.S., private practice in psychiatric-mental health nursing at the Dartmouth Clinic in Southern Pines.

Education: B.S.N.,University of Nevada-Las Vegas; M.S.N., Boston University.

Present offices: Vice Chair, NCNA Constituent Forum; Member at Large, NCNA Council of Psychiatric-Mental Health Nurses in Advanced Practice; Board of Directors, District 12; Delegate to NCNA Convention, District 12; member, ANA Council of Psychiatric-Mental Health Nurses.

Past offices: President, District 12; Vice President, District 12; member, NCNA Search Committee for Executive Director; member, NCNA Task Force on Third Party Reimbursement; member, NCNA Subcommittee on Credentialing; member, Abstract Committee, Tenth Annual Southeastern Conference of Clinical Specialists in Psychiatric Mental Health Nursing.

Over the years, I have pursued the many challenges asked of me by colleagues and state leaders —at the District and State level —and as a speaker for the Board of Nursing to clarify our professional issues. My energy, vision, and ability to be with people and tease out the concerns are my strong suits. But as the president of a professional group one must go a step further —you must represent and speak to the group's concerns and not let ***your issues*** *cloud your focus and judgment. I want the opportunity and privilege to bring this expertise to nursing in North Carolina.*

Sheila Whitlow Cromer, M.S., F.P.N.P., Nurse Practitioner with the Family Planning Clinic of the Guilford County Health Department.

Education: A.D.N., Sandhills Community College; B.S.N., UNC-Greensboro; M.S., UNC-Chapel Hill School of Nursing; F.P.N.P., University of Florida.

Present offices: Delegate to NCNA Convention, District 9; ANA Delegate; member, NCNA Cabinet on Government and Health Policy; member, Nurse PAC.

Past offices: President, District 9; Vice President, District 9, Secretary, Legislative Committee; Volunteer, Peer Assistance Program.

In 1989, our theme is Power in Nursing, Created by Issues, Strengthened by Action. During my nursing career, I have displayed confidence, capability and pride in our organization and profession. I have assisted in creating issues, and as President-Elect, I will continue to strengthen our organization by my own actions in such a manner that others will be motivated to do likewise.

Vice President

Wanda L. Boyette, M.A., R.N., Senior Assistant Administrator at Sampson County Memorial Hospital in Clinton, NC.

Education: Diploma, Rex Hospital; B.S.N., East Carolina University; M.A., East Carolina University; Certificate in Hospital Administration, Duke University.

Present offices: Vice President, NCNA; ANA Delegate; member, Nominating Committee; Board of Directors, District 14; Delegate to NCNA Convention, District 14;

Past offices: President, District 14; member, Bylaws Committee, District 14; member, Nominating Committee, District 14; member, NCNA Search Committee for Executive Director; member, Joint Practice Committee; member, NCNA Bylaws Committee.

NCNA must strive to be recognized as the major voice to present issues and concerns for nursing in North Carolina. As a major voice, NCNA needs to have leaders who are knowledgeable on current health care issues. These leaders must be flexible thinkers and planners, risk takers, negotiators, and articulate communicators. Today's leaders must be knowledgeable about rapidly changing clinical practices due to expanding technology. They must also be proficient in business practices, skilled in interpersonal relationships and competent in dealing with internal and external political environments. Team work, collaboration, perseverance and persuasion will serve the leaders of NCNA well.

NCNA and its leadership must maintain positive high visibility for nursing and NCNA. This is imperative in order to recruit and retain membership. NCNA must continue to reflect and represent the desires and activities of its members. The organization must have a sound financial base to carry out the priorities of the membership. It is my belief that NCNA can be strong only if there is a strong membership base.

The three most critical activities which I see for NCNA are membership, advancement with entry into professional practice, and effective collaboration with other organizations which impact on the delivery of health care.

I feel that my clinical and administrative experience in health care and my willingness to share my time and energy at the District, State, and National level make me a strong candidate for the office of Vice President of NCNA. If elected I pledge my full support to maintain NCNA as a strong viable organization for the nurses of North Carolina.

Peggy C. Huffman, M.A., R.N. Nursing Supervisor at Western Carolina Center in Boiling Springs, NC.

Education: Diploma, Memorial Mission Hospital School of Nursing; B.S. and B.A., Mars Hill College; M.A., Appalachian State University.

Present offices: President, District 2; member, NCNA Convention Planning Committee.

Past offices: Secretary, District 2;

I would like to be given the opportunity to serve the North Carolina Nurses Association as Vice President. I am interested in helping nursing advance its professional status through NCNA and ANA. I will serve to the best of my abilities if given this opportunity.

Secretary

Jane Ray, M.S.N., R.N., Nurse Consultant with the North Carolina Division of Facility Services in Raleigh, NC.

Education: B.S.N., UNC-Greensboro; M.S.N., Virginia Commonwealth University/Medical College of Virginia.

Present offices: Secretary, District 13; member, NCNA Bylaws; member, NCNA Nominating Committee; member, NCNA Convention Planning Committee.

Past offices: Second Vice President, District 13; Program Chairman, District 13; member, NCNA Cabinet on Practice; Chairman, NCNA Council on Medical Surgical Nursing.

Candidate Profiles

Seeking election to the NCNA Board of Directors allows me the opportunity to tangibly show that I believe in nurses and their effect on health care and nursing in general. Winning a seat on the Board affords even greater opportunity—representing members of NCNA and shaping nursing in a manner that meets the needs of NCNA members and, hopefully, the community at large.

Wanda Waiters, B.S.N., R.N.,C, Assistant Head Nurse in Psychiatric Service at Durham County General Hospital in Durham, NC.

Education: B.S.N., Winston-Salem State University

Present offices: Chair, Psychiatric Mental Health Council; Chair, Second Annual Psychiatric Mental Health Conference, member, NCNA Cabinet on Practice; member, North Carolina Governor's Task Force on the Nursing Shortage; member, ANA Psychiatric Mental Health Council; member, National Black Nurses Association; member, Health Committee of the Durham Committee on the Affairs of Black People.

My desire to serve as Secretary of the Board of Directors stems from my overall dedication toNCNA. I am fully cognizant of the responsibilities of this office and am willing to serve wholeheartedly. I am continually concerned about growth in professional nursing and view this as my opportunity to contribute.

Treasurer

Patti Fralix, M.S.N, R.N., C.N.A.A. Vice President of Nursing and Special Services at Rex Hospital in Raleigh, NC.

Education: B.S.N., University of Virginia; M.S.N., University of Alabama.

Present offices: NCNA Treasurer; Chairman, NCNA Finance Committee; President, NC Organization of Nurse Executives; member, NCNA Task Force on External Constituencies; member, American Organization of Nurse Executives.

Past offices: member, NCNA Search Committee for Executive Director

I have enjoyed my current tenure as NCNA Treasurer, and be"eve that my administrative experience and ability have been of benefit to this office. Continuity in the office of NCNA Treasurer at this point in time will assist in the transition from a manual to an automated accounting system. I would consider it a privilege to serve in this capacity for the next biennium.

Nancy Sumner, M.S.N., R.N., Division Chairman, Health and Human Services of Richmond Community College.

Education: B.S.N., UNC-Chapel Hill; M.S.N., UNC-Greensboro.

Present offices· Secretary, District 12; member, NCNA Task Force on Nursing Constituencies; Delegate to NCNA Convention, District 12; Secretary, North Carolina ADN Council; member, North Carolina Conference of ADN Directors.

Past offices: President, District 12,; Vice President, District 12; Chairman, Legislative Committee, District 12; Nursing Excellence Award, District 12; Vice President, Commission on Education.

NCNA Board members must be able to determine priorities and seek innovative ways to meet challenges. I have experience working with dispersing limited financial assets in my position as Department Chairman. Twenty-two years as an active member of NCNA provides a perspective on organization activities. This combination will enable me to focus on critical issues and assist in decisions which will help us reach for the future.

Directors (two year term)

Joanne Beckman, M.S.N., R.N., Director, Quality Assurance Program in Nursing, Duke University Medical Center in Durham, NC.

Education: B.S.N., Cornell University-New York Hospital School of Nursing, M.S.N., University of Michigan.

Present offices: Chair, NCNA Constituent Forum; NCNA Board of Directors; Chair, Public Relations Committee, District 11; member, Nominating Committee, District 11.

Past offices: President, District 11; President-Elect, District 11; Board of Directors; District 11; Chair, NCNA Resolutions Committee, member, NCNA Commission on Health Affairs; member, NCNA Search Committee for Executive Director.

I am running for the Director at Large position on the NCNA Board of Directors because I love nursing and NCNA. During these last two years of service on the Board and as Constituent Forum chairperson, I have gained an increased understanding and appreciation of NCNA at all levels under the new bylaws. I have served on the SWAT Committee in addressing the RCT concerns of nurses and on the Search Committee for the Executive Director of NCNA. My experience at the District level, and now at the Board level, will help me do an even better job as board member. I can provide continuity, and a balance of both staff and administrative perspectives from my work experience, to the next Board of Directors.

Jean C. Gosnell, R.N. is Senior Director of Nursing Practice at Lexington Memorial Hospital in Lexington, NC.

Education: Diploma, St. Leo's School of Nursing

Present offices: Board of Directors, District 9; Legislative Committee, District 9.

Past offices: President, District 9; First Vice President, District 9; Second Vice President, District 9; NCNA Board of Directors; member, NCNA Legislative Committee; Chair, NCNA Committee Nursing Administration; member, NCNA Bylaws Committee; Chair, NCNA Commission on Member Services.

I have been in nursing for over 35 years and have experience in all areas of hospital nursing as well as office nursing. I have been active in NCNA for most of this time, and I think that my experience can help to coordinate our efforts to promote nursing and health care.

Directors (four year term)

Marlene S. Howlett, M.S.N, R.N., President, Marlene Howlett and Associates and full time faculty at UNC-Wilmington School of Nursing in Wilmington, NC.

Education: B.S.N., Virginia Commonwealth University/Medical College of Virginia; M.S.N., Virginia Commonwealth University/Medical College of Virginia.

Candidate Profiles

Present offices: Secretary, NCNA Board of Directors; President-Elect, District 22.

Past offices: Board of Directors, District 22; member, NCNA Search Committee for Executive Director.

I support the missions and goals of ANA and NCNA, and desire to demonstrate support of these missions and goals by actively participating on the NCNA Board of Directors. I am dedicated to the advancement of the profession of nursing and to the provision of quality nursing care at all levels and in all settings. I believe that my commitment to nursing practice as well as my experience in nursing education and nursing administration provide a well rounded knowledge base which will benefit all NCNA members as well as all nurses in North Carolina in the endeavor to enhance the power base of nursing.

Linda B. Wright, M.S.N., R.N. Nursing Instructor at Western Piedmont Community College in Morganton.

Education: B.S.N., East Carolina University; M.S.N., UNC-Greensboro.

Present offices: Chair, Cabinet on Education and Resource Development; NCNA Board of Directors; member, NCNA Steering Committee on Entry;

Past offices: Chair, Commission on Education; NCNA Board of Directors; Secretary, Council of District Presidents; President, District 2.

Cabinet on Constituent Associations

Bette Ferree, M.S.N., R.N., Optifast Program Director at High Point Regional Hospital in High Point, NC.

Education: Diploma, Rex Hospital School of Nursing; B.S.N., UNC-Charlotte; M.S.N., UNC-Greensboro.

Present offices: Chair, NCNA Community Health Council; Chair, Marketing Committee, District 9; Secretary, NCNA Constituent Forum; ANA Delegate; member, Cabinet on Professional and Economic Development.

Past offices: Secretary, NCNA Board of Directors; President, District 9; Vice President, District 9; Chair, Council of District Presidents; Delegate to NCNA Convention, District 9; member, NCNA Convention Planning Committee; member, NCNA Public Relations Committee.

Each member of NCNA is a vital part of the Association. Through the input of the staff nurse through the nurse administrator, we have grown stronger and able to assist other nurses to realize the POWER IN NURSING. I believe this Cabinet requires everyone's input to assist districts with exciting ideas and to provide the resource needed for development on the district level. We can help NCNA continue to be recognized within the state and nation by working together and showing our pride in our professional organization.

Karen H. Stone, B.S.N.,R.N.,C., Nurse Manager in the Pinehurst Treatment Center at Moore Regional Hospital in Sanford, NC.

Education: B.S.N., UNC-Chapel Hill School of Nursing.

Present offices: President, District 12; Vice Chair, NCNA Peer Assistance Program.

Past offices: Vice President, District 12; Treasurer, District 12; member, Program Committee, District 12; member, Bylaws Committee, District 12; member, Legislative Committee, District 12.

As Chair of the Cabinet on Constituent Associations, I feel I can continue my strong commitment to the profession of nursing and to nurses themselves. It is my belief that ***active involvement*** *of the "grassroots of nursing"—the nurses in the districts—is essential in the decisions facing our profession today. A major focus of our Association must be retention of members and recruitment of new members. Involvement of nurses at the local level provides the nurturing personally and professionally needed by nursing today. What does NCNA mean to me? Nurses advocating nursing!*

Cabinet on Education and Resource Development

Diane J. Leonard, Ed.D., M.S.N., R.N. C.N.A.A., is Director of Nursing Education at Greensboro Area Health Education Center in Greensboro, NC.

Education: B.S.N., High Point Memorial Hospital School of Nursing; M.S.N., UNC-Greensboro; Ed.D., Teachers College, Columbia University.

Past offices: President, District 31; Vice President, District 31, Chair, NCNA In-service Education Forum; member, NCNA Continuing Education Approval Unit; Vice Chair, NCNA Continuing Education Forum; member, NCNA Convention Planning Committee, member, NCNA Membership Committee.

My many years experience in continuing education for nurses has given me a greater understanding and appreciation of the importance of lifelong learning. As Chair of the Cabinet on Education and Resource Development, I would work through NCNA to address the educational issues and concerns facing nurses in North Carolina.

Joy F. Reed, M.S., R.N., Public Health Nurse Education and Research Specialist with the North Carolina Division of Health Services in Raleigh.

Education: B.S.N., Duke University; M.S., UNC-Chapel Hill School of Public Health; doctoral candidate, North Carolina State University.

Present offices: Chair, Continuing Education Approval Unit; member, Cabinet on Education and Resource Development; member, Program Committee, District 13.

Past offices: Chair, NCNA Convention Local Arrangements Committee, member, NCAPHNA Committee on Practice and Education.

As nursing attempts to more clearly define its scope of practice in a rapidly changing health care environment, greater collaboration between education and practice is essential. My current position involves working closely with nurses from practice settings and educational institutions across the

state to ensure that continuing education is relevant to the needs of the "real world." This focus on the integration of practice and education is what I would hope to bring to the position of Chair of the Cabinet on Education and Resource Development.

Cabinet on Government and Health Policy

Amanda Greene, M.S.N., R.N., F.N.P.-C., Clinical Nurse Educator at Duke University Medical Center in Durham, NC.

Education: B.S.N., UNC-Chapel Hill, M.S.N., UNC-Chapel Hill; F.N.P., UNC-Chapel Hill.

Present offices: Co-Chair, Nurse PAC Committee; Co-Chair, Primary Care Nurse Practitioner Spring Symposium Committee; Member at Large, Council of Primary Care Nurse Practitioners; Board of Directors, District 11; Chair, Legislative Committee, District 11; member, NCNA Cabinet on Government and Health Policy; member, Continuing Education Approval Unit.

Past offices: Treasurer, District 11; Chair, Program Committee, District 11.

As our Association has become more politically astute, we have been able to improve the professional and legal status of nurses and we have had an impact on the standards and availability of health care services in North Carolina. As Chair of the Cabinet on Government and Health Policy, I would continue to support the increased involvement of nurses in the governmental arena so that when issues such as entry into practice, AIDS legislation, and reproductive rights arise, nurses will be prepared to be active partners in the formation of health policy and legislation.

Nancy S. Langston, Ph.D., M.N., R.N., Dean and Professor of the UNC-Charlotte School of Nursing in Charlotte, NC.

Education: B.S.N., University of Arkansas; M.N., Emory University, Ph.D., Georgia State University.

Present offices: member, NCNA Cabinet on Government and Health Policy; member, NCNA Task Force on External Constituencies; President, North Carolina League for Nursing; President, Virginia/Carolinas Doctoral Consortium; member, ANA Council of Nurse Researchers.

Past offices: First Vice President, Nebraska Nurses Association; member, NLN Council of Baccalaureate and Higher Degree Programs Nominating Committee; member, NLN Legislative Committee.

As Chair of the Cabinet on Government and Health Policy, I would bring to bear my recent experience in North Carolina as a member of this Cabinet, my previous experience as a member of Nebraska PAC, and a member of National League for Nursing Council of Baccalaureate and Higher Degree Programs Legislative Committee.

Cabinet on Marketing

Deborah Hutchinson, B.S.N., Flight Nurse, Duke University Medical Center Life Flight in Durham, NC.

Education: B.S.N., UNC-Chapel Hill School of Nursing

Present offices: Chair, NCNA Cabinet on Marketing; member, NCNA Convention Planning Committee; NCNA Liaison, NC Association of Nursing Students; President, Triangle Chapter of American Association of Neuroscience Nurses; member, AACN.

Past offices: Treasurer, District 11; Chair, Finance Committee, District 11; Co-Chair, NCNA Membership Committee; Chair, Subcommittee on Professionalism; Vice President, NCANS.

Since the evolution of popular media, the nursing profession has experience a changing negative image. It is the responsibility of NCNA, as well as each individual nurse, to promote the real, positive impact nursing has contributed to health care. Inherent in NCNA's goals and priorities is the direct increase of membership growth, which is reflective of our image among nurses and the public. Every cabinet and committee must include marketing a positive image as an important aspect of their priorities. It is the Cabinet on Marketing's responsibility to direct the delivery of specific strategies. I can best continue my dedication to the enhancement of professionalism as the Chair of the Cabinet on Marketing.

Janice Leggett, M.S.N., R.N., Assistant Professor at East Carolina University School of Nursing.

Education: B.S.N., Northeast Missouri State University; M.S.N., East Carolina University.

Present offices: member, NCNA Cabinet of Education and Resource Development; member, **Tar Heel Nurse** Editorial Advisory Committee;

Past offices: Chair, NCNA Convention Planning Committee, member, NCNA Task Force on Reorganization.

Presenting the nursing profession to the public in a favorable light is important. Of even more importance may be —"selling ourselves to ourselves"— presenting to all nurses of North Carolina the idea of membership in a professional association as a show of strength and support for what it is we are about.

I have been a member of our state association for twenty years with involvement at both the local and state level. I feel the knowledge gained from the various experiences at both levels would enable me to effectively fulfill the responsibilities as Chair of the Cabinet on Marketing.

Cabinet on Practice

Ann M. Fonville, M.P.H., R.N., C.N.A.A., Vice President for Nursing at Caldwell Memorial Hospital in Lenoir, NC.

Education: B.S.N., West Virginia University School of Nursing; M.P.H., Johns Hopkins University School of Hygiene and Public Health.

Present offices: member, NCNA Continuing Education Approval Unit; Past offices: Chair, NCNA Membership Committee; member, NCNA Marketing Committee.

Rosemary Strickland, M.S.N., R.N.,C.S., Nursing Instructor at Durham Veteran's Administration Medical Center in Durham, NC.

Education: B.S.N., East Carolina University; M.S.N., UNC-Greensboro.

Candidate Profiles

Present offices: Member at Large, NCNA Psychiatric-Mental Health Council; member, NCNA Credentialing Committee; member, **Tar Heel Nurse** Editorial Advisory Committee.

Past offices: Chair, NCNA Psychiatric Mental Health Council; Vice Chair, NCNA Psychiatric Mental Health Council; member, Commission on Practice.

I would consider it an honor to be elected to the NCNA Board of Directors and to the position of Chair of the Cabinet on Practice. I offer to the Board my personal commitment to nursing based on twenty years of inpatient/outpatient psychiatric nursing experience in state, federal, and private settings. This experience includes staff nursing, administration, research, and staff development. I also offer my willingness to be a major contributor to the team, as evidence by my past involvement with NCNA commissions, committees, and councils.

Cabinet on Professional and Economic Development

Lynnette Bowden-Ball, M.P.A., R.N., C.N.A., Director, Critical Care at Rex Hospital in Raleigh, NC.

Education: Diploma, Mercy Hospital; B.S.N., NC A & T State University; M.P.A., UNC-Greensboro.

Present offices: Chair, Marketing Committee, District 8, Delegate to NCNA Convention; member, NCNA Task Force on Nursing Constituencies; member, NCNA Steering Committee on Entry.

Past offices: Board of Directors, District 8; member, NCNA Local Arrangements Committee; member, Commission on Member Services.

These are times in which purse strings are strained, professional status is questioned, and everyone is scurrying to find a fix. Your economic and professional rights are being examined and manipulated by outside forces. I believe we as nurses need to make a positive, proactive push towards our rights as health care professionals. As the Chair of the Cabinet of Professional and Economic Development, I will provide the leadership required for us to reach our goal of economic and professional recognition.

Joan C. Bounds, R.N., Staff Nurse/ Orthopedics at Durham County General Hospital in Durham, NC.

Education: A.D.N., Chowan College

Present offices: Member at Large, NCNA Board of Directors; Chair, **Tar Heel Nurse** Editorial Advisory Committee; member, NCNA Council on the Nursing Shortage; Volunteer, Peer Assistance Program; member, Membership Committee, District 11; member, Long Range Planning Committee, District 11; member, Hospitality Committee, District 11.

Past offices: President, District 11; Board of Directors, District 11; Chair, Nominating Committee, District 11; President, NCNA Council of District Presidents; Vice Chair, Medical Surgical Council; member, Nurse PAC; Collective bargaining representative for NCNA; member, Commission on Practice; Chair, Collective Bargaining Council; member, Commission on Member Services.

I'm "proud to care" and proud to have been an active volunteer in this Association for 17 years. I look forward to once again working with you and for you in the area of economic and general welfare while fulfilling the goals and priorities of the Association. By preserving one of our most precious national resources—YOU, its nurses—together, we can promote the improvement of our work environment and better health care in North Carolina.

Cabinet on Research

Sue Cavenar, Ph.D., M.S.N., R.N., Nurse Coordinator, Department of Gynecology, Duke University Medical Center in Durham, NC.

Education: B.S.N., University of Pittsburgh, M.S.N., UNC-Chapel Hill School of Nursing; Ph.D., UNC-Chapel Hill School of Education.

Present offices: member, NCNA Cabinet on Research, member National League for Nursing; member American Education Research Association.

My research experience includes both theoretical and practical components. During my Ph.D. preparation, I participated in numerous research projects as well as formal research course work. Since completing that degree, I have collaborated in submitting a major NIH/National Center for Nursing Research grant and am currently coordinating three funded research grants in the Duke University Medical Center Department of Gynecology.

Beverly Craig, Ed.D., M.S.N., R.N., Professor at Lenoir Rhyne College School of Nursing and Nurse Researcher at Catawba Memorial Hospital in Hickory, NC.

Education: B.S.N., University of Maryland; M.S.N., UNC-Chapel Hill School of Nursing; Ed.D., Virginia Polytechnic Institute and State University.

Present offices: Vice President, District 34; member, NCNA Cabinet on Research.

Past offices: member, Bylaws Committee, District 34.

Research is central to improving nursing practice service and education. Through the activities of the Cabinet on Research, I will promote nursing research through the NCNA research data base, continued organizational liaison, communication, and research activity. My years of experience on district and state constitution, bylaws, education, research, convention, and delegate activities - plus over 25 years of nursing activity in North Carolina - provide me with a strong background to work as a member of the Board and with NCNA members and staff.

VOTING HOURS

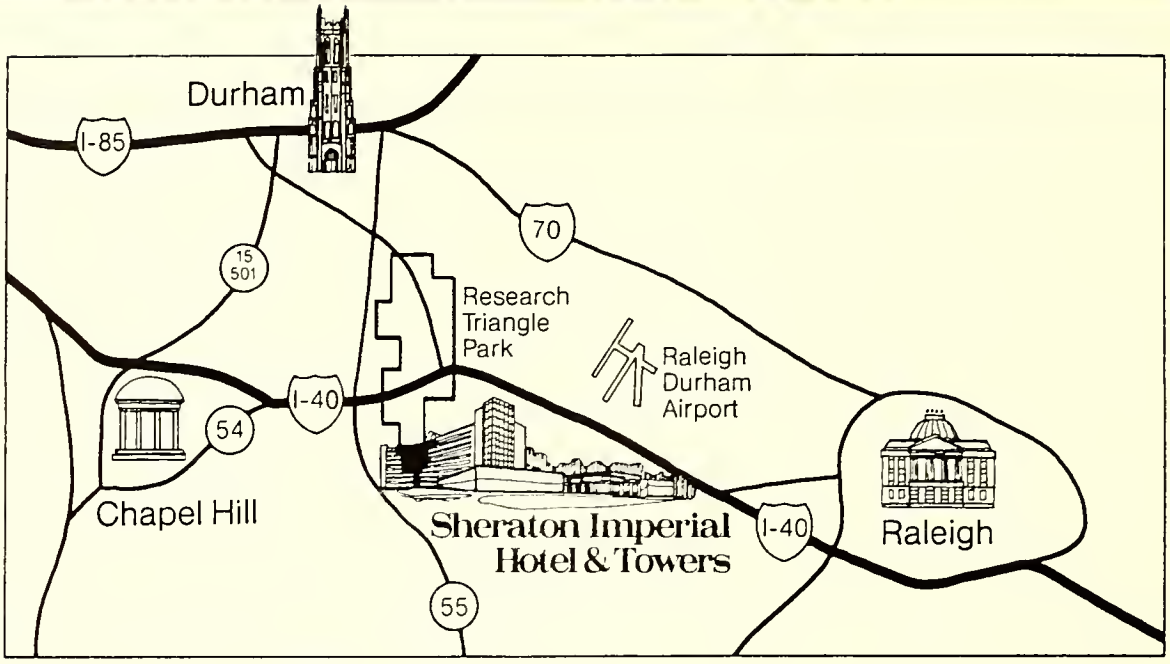
9:00am - 4:30pm	10/26
9:00pm - 10:30pm	10/26
7:30am - 10:30am	10/27

Council Meetings

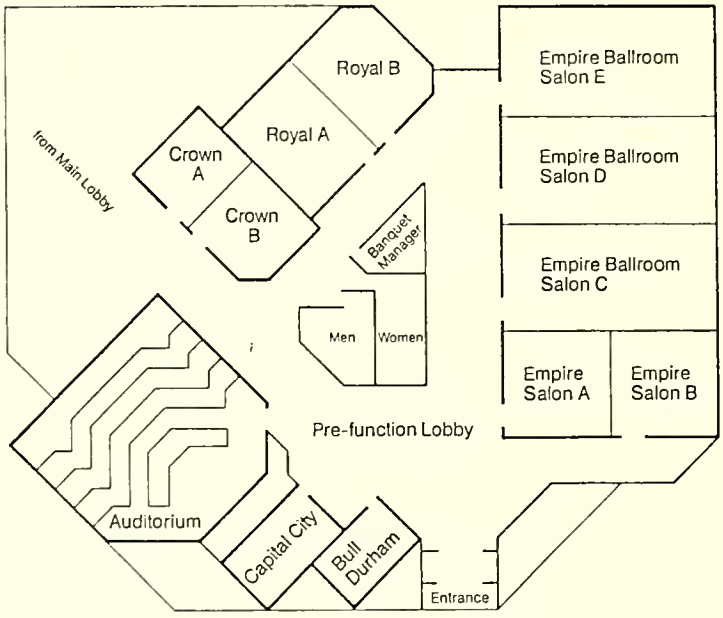
1:00 - 3:00pm	10/25

Bring your current ANA membership card to NCNA Convention. You must present it to be eligible for voting.

Convention Maps



Meeting Facilities



American Airlines Will Fly You to NCNA Convention

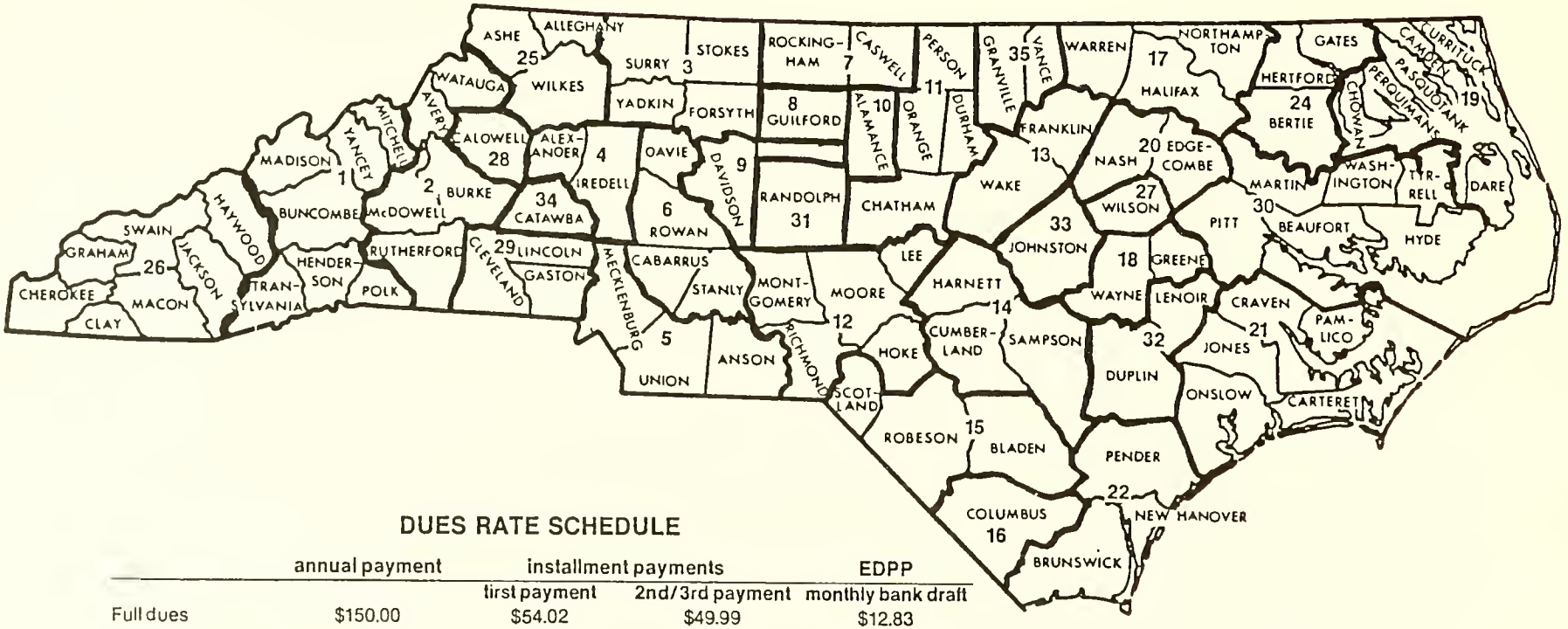
Round trip airline tickets to NCNA Convention purchased seven (7) days in advance will be given a 40% off the full day coach fare. This special fare is based on "M" class availability and is valid to Raleigh-Durham from any point in the contiguous 48 states. Should a lower American promotional fare be available, the Meeting Services Desk will confirm the lowest American fare providing normal qualifications are met.

In addition to the above discount, American Airlines will offer 5% off any published round trip applicable airfare including First Class. All rules and restrictions apply and are subject to applicable inventory.

Travel to Raleigh/Durham must be between October 23 - 30, 1989.

Members wishing to take advantage of this discount should call the American Airlines Meeting Services Desk at 1-800-433-1790 between 8:00 a.m. and 1:00 a.m. **ASK FOR STAR # S-02094R.** These discounts are only available through this facility.

NCNA's District Associations



DUES RATE SCHEDULE

	annual payment	installment payments		EDPP
		first payment	2nd/3rd payment	monthly bank draft
Full dues	$150.00	$54.02	$49.99	$12.83
1/2 rate*	75.00	28.98	25.01	6.58
1/4 rate**	37.50	16.52	12.49	3.45

* New grads (eligible during first six months after graduation); RN full-time students; RNs not employed; RNs 62 or older and earning no more than Social Security allows.

** RNs 62 or older and not working, or totally disabled.

Mail application form and check to:

NORTH CAROLINA NURSES ASSOCIATION
P.O. Box 12025, Raleigh, N.C. 27605

There Is A Company That Believes...

the willingness to invest in people is the key to leadership.

WOULDN'T YOU KNOW IT WOULD BE GLAXO

Our conviction that a company can only be as successful as the people who give it life has never been stronger. With people who take pride in their individual abilities and common purpose, Glaxo is growing faster than any major prescription pharmaceutical company in the country.

To sustain that momentum, we work hard at providing programs that help our people build on their strengths, tackle new responsibilities and grow into new positions. And we keep the lines of communication open with programs that encourage speaking out. That's because we also believe growing rapidly should never mean growing apart. At Glaxo, there is a feeling of high spirit and energy that stems from people expecting the best from each other and from their company. We invite you to share it.

We currently have the following part-time positions available at our Corporate Headquarters facility located in Research Triangle Park, N.C.

TELEMARKETING ASSOCIATES

These exciting positions within our Marketing and Sales Services Department will provide direct telephone sales support by contacting designated physicians and accounts to promote Glaxo products. Individuals will gather and consolidate information needed to complete reports requested by the Telepromotions Manager and maintain established records and computer logs to ensure prompt and efficient handling of new business and the servicing of existing business.

If you have 3 years experience as a registered nurse or other health care professional, a background communicating effectively with physicians, and desire to learn Glaxo's sales techniques, you'll want to investigate these opportunities today. You'll enjoy working at our handsome facility on our Corporate Campus in Research Triangle Park, N.C.

Candidates interested in these positions, may send your resume to: **Human Resources Department, Job # 5370B902, Glaxo Inc., P.O. Box 13398, Research Triangle Park, N.C. 27709.** (No phone calls or private agency referrals, please) An Equal Opportunity Employer M/F/H/V

Glaxo Inc.

Our belief begins with you

House News

NCNA headquarters gets face lift

After three long years of saving and pinching pennies, NCNA is finally getting a much needed sprucing up! During the past two bienniums, the NCNA Board of Directors worked on a plan to give our headquarters building some much needed refurbishing. The work began in late June and by mid-July, your headquarters building will have a new look you can be very proud of.

Remember the unsightly stack of chairs pushed into the corner of the auditorium? Well, they will now be concealed by a custom made cabinet. Getting those out of sight when they are not needed will certainly enhance the appearance of the room to both NCNA members and guests. The cabinet was also built to accommodate some files and storage materials that were beginning to spill out of the crowded archives area and workroom. So it serves two purposes—it's attractive and it's servicable!

In addition, new carpeting is being laid throughout the first floor of our building. It is a beautiful shade of green and was specifically coordinated with the wallpaper selected for two walls of the foyer. New furnishings for the foyer will greatly enhance the appearance of the lobby area.

The plans for this refurbishing project began about three years ago and NCNA Board of Directors member Sandra Randleman was brave enough to say she'd be willing to assist in implementing the project. Sandra has demonstrated fortitude and mettle throughout the project, running all over the state looking for **the best deal**, running up her phone bill to get "just one more measurement of the back wall," and reporting to the Board at meeting after meeting on the progress of the project. We think you'll agree that she and all members of the Board deserve a pat on the back for a lot of hard work and a beautiful end product for the pennies we pinched. NCNA is your outward symbol to the public and the Board has done their best to see that you will be proud of it.

By the way, just to be sure you get a chance to see your headquarter's new face lift, we're making a video tape—before, during and **after!** Be sure to see it at convention.

Leadership Day

Leadership Day for newly elected district officers will be held August 4, 1989 at Balentine's Restaurant in Raleigh. The theme is "Getting Fit for the Nineties."

A special program is planned for the Constituent Forum Meeting. Presidents and Presidents-Elect will join in a strategy session with several other NCNA structural units to discuss the political and legislative aspects of the Entry Into Practice issue. Members of the Steering Committee's Task Force on Political and Legislative Strategies, the Cabinet on Government and Health Policy, and Nurse PAC will meet with the Constituent Forum. Beverly Malone, Dean of NC A & T School of Nursing and member of the ANA Board of Directors, will be the luncheon speaker. Her topic is "ANA Convention: Implications for NCNA Action."

Throughout the day there will be concurrent sessions on matters of interest to districts. Participants will be able to select three from among the following choices: 1) Game Rules and Team Players (basics of NCNA), Gale Johnston; 2) Team Recruitment (membership and marketing), Joyce Brendel and Debbie Hutchinson; 3) Management Marathon (management skills for district leaders), Dona Caine; 4) Program Calisthenics (program planning/continuing education), Joy Reed; 5) Financial Aerobics (fundraising/financial planning), Gerry Roberts; 6) Mile Run for the Legislature (district legislative activities), Linda Dunham; and 7) Publicity Pep Rally (publicity and newsletters), Cindy McNeill.

The program is designed to be fast paced while offering in-depth information to district leaders on the association's activities at the district, state, and national level. Call NCNA Headquarters for more information.

"Nightingales" Cancelled

NBC cancelled the series "Nightingales" when the network decided the controversy around the show was too great a risk to contend with to renew it for a second season. An organized movement by the Nursing Tri-Council called the "Nurses of America" tried to provide guidance and counsel to Aaron Spelling Productions who produced the program. "Nurses of America" noted that the program portrayed inaccurate and unfortunate stereotypes of nurses which resulted in public outrage and subsequent realization by advertisers that further association with the program would not be in their best interest.

The Nursing Tri-Council is comprised of the American Association of Colleges of Nursing, the American Nurses Association, the American Organization of Nurse Executives, and the National League for Nursing.

Second Annual
Psychiatric and Mental Health Nursing Symposium

sponsored by

NCNA Psychiatric-Mental Health Council

December 1, 1989
"Alternative Approaches"

featuring
Hypnosis and Trance Work
The Use of Metaphor
Spiritual Applications
Humor as Therapy

The Commons Building
Raleigh, North Carolina

Members $30
Non-members $40

ATTENTION NURSE PRACTITIONERS

Prepare to celebrate the 25th anniversity of Nurse Practitioners in North Carolina
Special Anniversary Spring Symposium

April 18-21, 1989 — **CoastLine Inn, Wilmington, NC**

Steering Committee

SECOND NURSES ROUNDTABLE CONVENES AT SHERATON IMPERIAL

The second Nurses Roundtable, sponsored by the NCNA Task Force on Nursing Constituencies met at the Sheraton Imperial on May 31, 1989. Invitations were extended to a total of 37 known nursing organizations in the state from which each organization could send two members. Thirty eight persons attended the second Roundtable representing twenty five organizations.

While the first Roundtable consisted of one large group discussion, Roundtable II was quite different in format. Participants were asked to step out of their present roles by trading in their name tags for ones which identified them as nurses only. They formed three discussion groups in which they were asked to develop profiles of what nursing should look like as it adapts to societal demands of the present and future. The discussions were then "synthesized" and common themes were extracted and presented to the entire group by Mr. David Kesterson. Mr. Kesterson is a consumer with a business background and was recommended based on his communicative and synthesizing skills. At the present time he is Executive Director of the North Carolina Licensed Practical Nurse Association, Inc. The three issues, resulting discussions and synthesis are summarized in the following paragraphs.

GROUP I: Group Leader: Ed Kirkpatrick

ISSUE: Escalating technological and biomedical advances and the increasing acuity of patients in all care settings.

SUMMARY: The nurse of the future will need:

A strong generalist background

A high level of academic preparation

A broad knowledge of technical skills (skills will be diverse and complex)

The ability for critical thinking, good judgement and decision making

A good understanding of research findings

Computer skills

Financial management skills

Flexibility

An understanding of other health care fields

The ability to act as a patient advocate

To functions as a good role model.

GROUP II: Group Leader: Judy Seamon

ISSUE: Changing demographics and patterns of disease including increasing numbers of frail very young and very old and new diseases such as AIDS.

SUMMARY: The nurse of the future will face:

Increasing numbers of the elderly population particularly as the baby-boomers age

Increasing numbers of degenerative disease states

Greater life expectancy for all groups, including the handicapped

Increasing numbers of individuals living alone

Increasing numbers of homeless individuals

Increasing numbers of teen-age pregnancies

Environmental changes

As a result of these changes the nurse of the future will need:

A new design of a ladder for nursing

A new design for preparation for the "baseline" nurse

A ladder which would add higher levels of specialty preparation but not necessarily a degree.

GROUP III: Group Leader: Gale Johnston

ISSUE: Increasing numbers of settings for the delivery of care and financial constraints on the distribution of health care among all its citizens.

SUMMARY: The nurse of the future will need:

Increased technical knowledge

Business "mindedness"

Concern for cost-effectiveness

To place emphasis on wellness and well populations

To function as a case-manager for individuals and groups.

DISCUSSION SYNTHESIS: David Kesterson

RecurrentThemes: 1) Generalist/Specialist—two different issues: a) Standardized curriculum specialization later

b)Specialized preparation from the beginning

2)Independence/Interdependence: Functioning with:

colleagues, physicians, non-nursing personnel

To function both independently and interdependently

3) Increasing Scope of practice/Differences in labor/management relationships, managing care rather than assigned care

4) Tendency to try to address <u>all</u> issues evident among all the groups and may be characteristic of nurses

Connections to the Entry issue: How should the nurse of the future be prepared?

Discussion for the next Roundtable: Focus on scope of practice for the nurse of the future.

The next Roundtable is scheduled for July 13, 1989. It is anticipated that at least one more Roundtable will be held before the one scheduled for the NCNA Convention on Wednesday, October 25, 1989 from 4pm to 6pm. If you have individual concerns relative to the "entry" issue, please communicate them through your appropriate professional organization. The Task Force expects to hold Open Forums in the future with the goal of providing all nurses with the opportunity to discuss the "entry" issue.

PHYSICIAN EXTENDER I—
3 positions

Public Health, Jail/Maternity/Family Planning, General Nursing Units. $25,829-$38,343. Required graduation from a physician assistant or nurse practitioner program. Position Number: Pool *NOTE: Copy of appropriate license, certification, or registration must be submitted with application. Submit completed applications to the Durham County Personnel Department, BB & T Building Lower Level, 103 W. Main Street, Durham, NC 27701. 919-560-7900 (EOE/AA)

PUBLIC HEALTH NURSE SUPERVISOR I

(Public Health-Maternal Health) $27,137-$40,285. Requires B.S.N. which includes a public health nursing rotation and three years of public health nursing experience; or graduate of a school of professional nursing and four years of professional nursing experiences, three years ow which must have been in public health. Position Number: 451-50-451. Submit Durham County Employment Application to Durham County Personnel Department, BB & T Building Lower Level, 103 W. Main Street, Durham, NC 27701

Continuing Education

ANA ACCREDITATION VISIT

On June 6 and 7, a site visit was held for the NCNA Continuing Education program. Frances Weed of Alexandria, VA and Dr. Marilyn McClellan of Pittsford, NY were the official ANA site visitors. NCNA has two divisions of Continuing Education; the Approval Unit and the Provider Unit. The Approval Unit approves both individual continuing education activities and provider applications for hospitals, AHECS and other agencies throughout the state. Activities from other states are approved as requested. The Provider Unit, approves NCNA sponsored activities from various structural units within the organization.

The visitors devoted one full day to each division and at the end of the day read their report which included recognition of program strengths, limitations, and recommendations for change. Their report of the site visit will be forwarded to ANA and final approval will be granted by the ANA Board on Accreditation. During their visit, Ms. Weed and Dr. McClellan met with Hazel Browning Moore, Executive Director, Marlene Howlett, representing the Board of Directors, and Joy Reed, representing the Cabinet on Education. They met individually with Pat Graham, the NCNA staff member administratively responsible for continuing education activities, Joy Reed as Chair of the Approval Unit and Virginia Sullivan, Chair of the Provider Unit. Several representatives from the Approval Unit and Provider Unit Committees met with the visitors on their respective days. Telephone interviews were conducted with providers who have had activities approved through the Approval Unit. From the Provider Unit, telephone interviews were held with faculty, structural unit representatives and participants. Files and records were reviewed for both the Approval Unit and Provider Unit.

The report was read at the end of each day and was later forwarded to ANA. NCNA staff and Committee chairs felt that the report was very positive and gave recognition to the strengths of the NCNA Continuing Education program. A particular strength of the Approval Unit was noted in the qualifications of the Committee members both educationally and experientially. The visitors commented on the commitment of the members and noted the distances that many had travelled to come to meetings. The planned orientation of new members to facilitate their transitions to the role was also cited as a strength. Particular strengths of the Provider Unit included the organization's commitment to quality continuing education and the excellent working relationships between the Provider Unit and structural units. Limitations and subsequent recommendations for both Approval and Provider Units related largely to staffing changes which occurred after the report was written. A revised organizational chart is being prepared to show the changes.

The visit reflected the culmination of many months of work for all involved. Committee chairs and members spent a great deal of time revising policies and developing new ones as required by present guidelines. NCNA staff did many things in preparation which included a major overhaul of the existing filing system! There is a strong sense that the combined efforts of many have paid off well and we look forward to hearing good news.

Continuing Education Offerings approved by North Carolina Nurses Association

05/03/89	8.0	OB Pharmocology/Anesthesia Course, Nash General Hospital, Rocky Mount (6106)
05/05/89	15.6	Advanced Neuro Module--Critical Care Course, Nash General Hospital, Rocky Mount (6103)
05/05/89	3.2	"Anxiety and Dissociative Disorders," Roanoke-Chowan Human Service Center, Ahoskie (6099)
05/09/89	7.8	"A Plan for Promoting Productivity," VA Medical Center, Fayetteville (6107)
05/11/89	17.8	OB-OR/Recovery Module, Nash General Hospital, Rocky Mount (6111)
05/12/89	4.3	"Antepartum Patients Need for Genetic Evaluation," E. Newton Smith Public Health Center, Fayetteville (6110)
05/25/89	1.2	"Repair of the Deformed Chest," Memorial Mission Hospital, Asheville (6112)
05/25/89	4.8	"AIDS and Your Job," Cannon Memorial Hospital, Banner Elk (6117)
05/26/89	4.5	"Concepts of Basic Human Genetics," Craven County Department of Health, New Bern (6114)
05/31/89	9.9	"Guest Relations," Wilson Memorial Hospital, Wilson (6118)
06/03/89	7.2	"Disaster Health Services in Red Cross Shelters," American Red Cross, Charlotte (6115)
06/06/89	12.4	"Interpreting Cardiac Rhythms," Heritage Hospital, Tarboro (6113)
06/06/89	10.2	Southeast Cancer Control Consortium, Inc.--Research Data Management Workshop, Southeast Cancer Control Consortium, Inc., Winston-Salem (6124)
06/08/89	5.4	NCACC Fifth Annual Education Conference, N.C. Association for Continuity of Care, Greenville (6121)
06/09/89	4.3	"Self Protection--The Nurse 'Alone' in the Community," E. Newton Smith Public Health Center, Fayetteville (6120)
06/14/89	2.4	"Overview of Current Legal Trends in Public Health Nursing," Forsyth County Health Department, Winston-Salem (6122)
06/15/89	12.6	"Cancer Chemotherapy: Implications for Nursing Practice," Cancer Center of Wake Forest, Winston-Salem (6126)
06/15/89	1.2	NCNA District #16 Annual Meeting: "Current Nursing Issues--NCNA/ANA Perspectives," NCNA District 16, Whiteville (6127)
06/22/89	1.2	"Radiation Safety Practices," Memorial Mission Hospital, Asheville (6125)
06/89	8.1	"Dare to Care," Highsmith-Rainey Memorial Hospital, Fayetteville (6119)

Conferences

State

The Sixth Annual School Health Nursing Conference is scheduled for August 10-11, 1989 at the Mission Valley Inn in Raleigh. It is co-sponsored by UNC-Chapel Hill School of Public Health, Maternal and Child Health Branch of the Department of Human Resources, and Wake AHEC. Registration fee is $60; a $20 deposit must accompany registration form. Balance is due by August 3, 1989. For additional information call Janice Wade at 919-966-4032.

The Continuing Education Program of the UNC-Chapel Hill School of Nursing will hold a multi-disciplinary conference entitled "The Impaired Health Professional" on September 7-8-1989. For additional information call 966-3638.

A conference entitled "Basic Occupational Health Nursing" will be held October 5-6, 1989 at the Durham Hilton. The content is designed for nurses who are new to occupational health nursing. Cost is $25. Call Susan Randolph at 919-733-3680 for more information.

National

"School Nursing '89: Beyond the Traditional Roles" is being sponsored by the March of Dimes Birth Defects Foundation and the Maryland State School Health Council. It is scheduled for August 17-18, 1989 at the Omni International Hotel in Baltimore, MD. Registration fee is $170. For additional information contact the Health and Education Council, 7201 Rossville Boulevard, Baltimore, MD 21237.

The ANA Council of Nurse Researchers is holding its 1989 Nursing Research Conference at the Hyatt Regency Chicago on September 27-30, 1989. The conference is entitled "Unity in Diversity: The Spectrum of Nursing Research." Early registration for council members is $300 and $320 for SNA members. Deadline for early registration is August 29, 1989. For registration information call ANA at 1-800-274-4262.

The Medical College of Georgia is sponsoring a three-day seminar entitled "Neonatology—The Sick Newborn." The conference is scheduled for October 9-11, 1989 at the Hyatt Regency in Savannah, GA. Registration is $185. For additional information, write the Division of Continuing Education, Medical College of Georgia, Augusta, GA 30912-1400.

The Association of Rehabilitation Nurses is sponsoring its 15th annual educational conference, "Make the Difference," on November 1-5, 1989 in Nashville, TN. Registration for ARN members is $210 and non-members is $275 prior to October 2, 1989. Write ARN Conference, 2506 Gross Point Road, Evanston, IL 60201 for additional information.

About People

Frank Moore was elected to a second term on the ANA Cabinet on Economic and General Welfare at the ANA House of Delegates meeting in Kansas City. Frank also serves on the NCNA Cabinet on Professional and Economic Development and is chair of a subcommittee which is developing guidelines using existing policies and new proposals to guide collective bargaining activities within the Association. He is President-Elect of District 13.

Two NCNA members have been elected to positions in ANA Councils. **Margaret Miles**, Chapel Hill, has been elected as member-at-large of the Council on Maternal Child Nursing. **Linda Russell**, Durham, has been elected to the nominating committee of the Council on Medical Surgical Nursing Practice.

M.E. Bonnie Rogers, Chapel Hill, received the Creative Achievement Award from the Public Health Nursing Section of the American Public Health Association. The Award was based on her study examining the magnitude of risk encountered by nurses who prepare and administer antineoplastic agents.

Researchers at UNC-Chapel Hill School of Nursing have received a $1,200,000 five year grant from the National Institutes of Health to study acute confusion in the elderly. **Drs. Virginia Neelon and Mary T. Champagne** are the principle investigators. The research will focus on 200 elderly patients at NC Memorial Hospital in Chapel Hill. Neelon and Champagne have developed a scale to help nurses assess degrees of confusion. They feel that since nurses spend the most time with patients that they are the member of the health care team to notice subtle behavior changes. Co-investigators are **Dr. Carol S. Hogue** and **Eleanor S. McConnell.**

Dr. Laurel Archer Copp, Dean of the UNC-Chapel Hill School of Nursing, has decided not to seek a fourth term. She plans to continue to conduct research, teach, and write at the School of Nursing. During her tenure, Dr. Copp initiated a doctoral degree program and a master degree for family nurse practitioners which is the only one in the state.

"Legal Update for Nursing"
sponsored by
NCNA Continuing Education Provider Unit

November 16-17, 1989
Regency Suites and Inns
Winston-Salem, NC

For additional information, call NCNA Headquarters at 919-821-4250

News Briefs

ANA is exploring the development of a speech library on any subject pertinent to nursing and health care. If sufficient interest is generated, ANA will provide a listing of speeches and information on how to access them. If you have a speech to contribute, call NCNA Headquarters for a copy of form to accompany typed copy of speech.

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National Commission on Nursing Implementation Project (NCNIP) still needs $35,000 to reach its goal of $400,000 for the production of materials for a public service campaign to combat the nursing shortage. NCNIP expects to have $20,000,000 in contributed media time and space for the campaign. If you would like to contribute to the NCNIP Image Campaign, contact NCNIP at 414-382-6191.

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ANA has produced a new colorful poster which offers malpractice prevention tips entitled "Nurses and Hospitals: Partners in Prevention." It includes information on the National Nurses' Claims Data Base, the importance of following standards of practice, and the rationale for nurses purchasing their own professional liability insurance policies. Individual copies of the fold out poster are free to NCNA members. Bulk quantities may be purchased by members for $13.00 per 25. Call ANA Marketing at 1-800-274-4262 or write Publications Orders, 2420 Pershing Road, Kansas City, MO 64108.

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The **American Journal of Nursing** has just released three video tapes dealing with the AIDS virus. "Implementing Universal Precautions: Managing AIDS in a General Nursing Unit" is designed to help nurses care for AIDS patients calmly and professionally. It describes universal precautions, demonstrates how to implement them, and explains OSHA's position on implementation.

"HIV Infection in Childbearing Years" urges nurses to obtain complete information, including a sexual history from all women. Approximately ten percent of the 1.5 million Americans infected with the AIDS virus are women; more than three fourths of these women are in their childbearing years and, should they become pregnant, have a better than fifty percent chance of transmitting the virus to their infants.

"Care of HIV-Infected Children" offers a comprehensive model for nursing care based on patient and family needs throughout the course of the illness. For more information on these video tapes call **AJN** at 1-800-223-2282.

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The National Heart, Lung, and Blood Institute and the National Cancer Institute have published a 23-page booklet entitled **Eating for Life.** The booklet is designed to inform individuals about dietary changes that can be made to reduce risk of cancer and heart disease. Multiple copies at $1 can be obtained from the Superintendent of Documents, Government Printing Office, Washington, D.C. 20402. Request Stock # 017-042-00235-4. For individuals or organizations wishing to produce their own copies, black and white reproducibles are available at no charge. Write the National Cholesterol Education Program, National Heart, Lung and Blood Institute, Building 31, Box 4A21, C-200, Bethesda, MD 20842.

The National Center for Education in Maternal and Child Health has updated the directory "Reaching Out: A Directory of National Organizations Related to Maternal Child Health." This directory provides information on 500 national organizations dealing with maternal child health issues. Single copies (at no cost) may be obtained by writing National Maternal and Child Health Clearinghouse, 38th and R Streets, N.W., Washington, D.C. 20057.

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Williams and Wilkins, publisher of **Clinical Nurse Specialist**, is offering graduate student scholarships to qualified individuals submitting publishable manuscripts to the editors. Four scholarships are being offered: first place, $1,000; second place, $500; and two third place, $250. Winning manuscripts will be published. Deadline for submission is February 15, 1990. Call NCNA Headquarters for a copy of the manuscript criteria.

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The January 1989 **Journal of Allied Health** (Volume 18, Number 1) has been published as a special issue entitled "Independent Practice? What is the Appropriate Level of Autonomy of Health Care Practitioners." This issue is the result of the Critical Issues Task Force of the National Center for Allied Health Leadership Project and the 1987 American Society of Allied Health Professionals (ASAHP) Critical Issues Conference. Make checks for $20 payable to ASAHP, 1101 Connecticut Avenue, N.W., Suite 700, Washington, D.C. 20036.

Cast a vote for quality

After 13 years experience as a Family Nurse Practitioner in rural North Carolina, Cheryl Rachels knows the problems facing nursing professionals today. She wants to draw from her front-line exposure to a variety of settings (industrial, correctional, office, and nursing preceptorships) to help steer the course of the N.C. Board of Nursing in the future.

Ms. Rachels, who is Clinic Director-FNP for Richmond Memorial Hospital's Ellerbe Medical Center, earned her nursing cap from the Hamlet Hospital School of Nursing in 1971. She received certification as a FNP five years later from UNC-Chapel Hill and completed her BSN at Wingate College in 1986. She is a member of the American Academy of Nurse Practitioners, N.C. Nurses Assoc. District #12, American Nurses Assoc., National League for Nursing, Council of Primary Care Nurse Practitioners and the Hamlet Hospital Alumni.

Her experience and enthusiasm for her profession make her a quality candidate for the Board seat for a nurse who performs medical acts.

Cast a vote for Cheryl Rachels

NORTH CAROLINA
NURSES ASSOCIATION
P.O. Box 12025
Raleigh, North Carolina 27605

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September 29, 30, and October 1, 1989

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Tar Heel Nurse

Vol. 51, No. 5 OFFICIAL PUBLICATION OF THE NORTH CAROLINA NURSES ASSOCIATION SEPTEMBER-OCTOBER 1989

NCNA Hits the Road

In a manner of speaking, that is precisely what the North Carolina Nurses Association will be doing in September and October.

The Cabinet on Marketing has been working with the Naegele Sign Company to do a special promotion for the nursing profession. Naegele has agreed to place 35 billboards across the state at a cost of $990. These billboards will begin to go up in September. The average stay for a billboard is four to six weeks depending upon the demand for a particular site.

Mary Bosy, Public Service Coordinator for Naegele, has scheduled the placement of these billboards based on their proximity to nursing schools. Although we don't know the exact locations of these signs in each county, we do have a list of towns/counties and the number of signs allotted to each area.

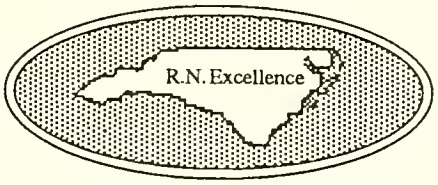
Town/County	Number
Durham/Durham County	3
Fayetteville	2
Henderson	2
Goldsboro	2
Kinston	2
Washington	2
Greenville/Pitt County	1
Wilson	2
Clinton	2
Smithfield	1
Sanford	1
Lillington	1
Oxford	1
Buncombe County	2
Gaston County	2
Wilmington/New Bern	5
Guilford	1
Davie	1
Rowan	1
Davidson	1

Featured on page 11 is a reduced version of the billboard. The NCNA Board of Directors has approved a request by the Cabinet on Marketing to sell license plates at NCNA Convention using this same art work.

The Great 100 Honors Nursing Excellence

One hundred nurses from across North Carolina were honored at a black tie dinner and dance at the North Raleigh Hilton on September 9, 1989. Each nurse has demonstrated excellence in his/her practice setting.

This gala celebration of nursing was designed to bring a heightened awareness of professionalism among North Carolina nurses. During this current nursing shortage, the Great 100 committee felt that they wanted to take time to honor those nurses who are coping with heavier patient loads, longer hours, and the accompanying increased stress.



Several hospitals and businesses have made contributions to the event. Proceeds will be given to the North Carolina Foundation for Nursing, Inc. to be used for nursing scholarships.

Many NCNA members actively participated in this first annual Great 100 celebration. Patti Fralix served as Chair of the Steering Committee. Members of the Steering Committee also served as chairmen of planning subcommittees. These chairmen and their responsiblities were **Peggy Bell**, Prize and Raffle Committee; **Stewart Bond**, Program Committee; **Linda Exner**, Nominations Committee; **Amelia Futrell**, Printing Committee; **Gale Johnston**, Program Committee; **Barbara McNeill**, Public Relations Committee; **Margaret Pastore**, Fund Raising Committee; and **Debby Small**, Special Projects Committee.

The Great 100 honorees are listed on page 15.

Bring Tar Heel Nurse to Convention

Bring the July/August and September/October issues of the **Tar Heel Nurse** to Convention.
July/August contains candidate profiles, council ballots, voting procedures, convention schedule and program information.
September/October contains proposed resolutions, legislative platform, bylaw revisions and goals and priorities.

Legislative Update

Adjournment is a reality after record-breaking 215 days

The General Assembly formally adjourned at 4:00 pm on Saturday, August 12, 1989. In actuality, the clocks were stopped in both chambers at 4:00 pm, and the legislators finally completed their work in the small hours of Sunday morning. They will reconvene on Monday, May 21, 1990 at 8:00 pm

The adjournment resolution specifically named the 12 bills that passed the House after the May 11, 1989 deadline that could be considered by the Senate in the 1990 session. These bills have been a point of contention between the two houses since May because of two different interpretations of the original May 11 deadline language.

In addition to these 12 House bills, the 1990 session can deal with the following matters:

1) bills affecting the State budget for fiscal 1990-91;

2) bills that, during the 1989 session, passed third reading in house of introduction, were received by the other house and were not disposed of by tabling, unfavorable report, indefinite postponement or failure to pass any reading;

3) bills implementing recommendations of study commissions authorized during the 1989 session;

4) non-controversial local bills not requiring public hearing and supported by each member whose district is affected;

5) appointments and confirmations;

6) any matter authorized by joint resolutions passed by two-thirds vote of both houses;

Filing deadlines for the 1990 session are as follows: 1) appropriations and finance bills - May 31; 2) study commission bills - May 30; 3) local bills - May 29; and 4) pension bills - June 5.

Nursing bills receive almost 100 percent funding

As reported in the July/August issue of the **Tar Heel Nurse**, the funds for the nursing bills were placed in the Senate version of the Expansion Budget and were passed by the Senate on June 28. Although they had reduced the line item amount on three proposals, all recommendations stayed intact. The Senate had also increased the per year amount of the scholarship for a registered nurse returning to complete a baccalaureate degree from $2,500 to $3,000.

The total allocated for fiscal year 1989-90 is $2,015,000 and for fiscal year 1990-91 is $3,930,000.

When the House voted on their Expansion Budget on August 2, they approved all provisions in the Senate version. In addition, they increased the amount to the community college system from $210,000 to $510,000 for enhanced formula funding for nursing programs for each year of the biennium. (The community college system had originally requested $3,000,000 per year.) This version of the Expansion Budget was sent to the Senate for concurrence.

A conference committee reached final agreement on the Expansion Budget on August 8, 1989. This final agreement deleted the additional $300,000 for the community college system in 1989-90 fiscal year (leaving original amount of $210,000) and increased the allotment to $410,000 for the 1990-91 fiscal year.

Although the Expansion Budget passed both houses on August 8, the bill allocating specific funds for the nursing package still had not passed the House. Since the community college provision was contained in S244, Funds for Nursing Programs, it could not be ratified until both houses agreed to all provisions. Representative John Tart, D-Wayne, President of Johnston Community College, did not concur on the reduced appropriation to community colleges contained in S244 and asked that a conference committee be appointed to resolve that issue.

Senators Marvin Ward, Bill Martin, and Wendell Murphy were named to the Senate conference committee. Representatives Martin Nesbitt, Barney Woodard, Joanne Bowie, Jo Graham Foster, Teresa Esposito, Bill Hurley, Daniel DeVane, and John Tart were named to the House conference committee. Nesbitt chaired this meeting on Saturday, August 12.

Since the Expansion Budget had already been passed, there was no additional money available for the disputed $300,000 for 1989-90 fiscal year unless it came from the heart of the nursing funds. NCNA distributed the fact sheet on the nursing monies that appeared in the July 10 issue of **Nurses Notes from the Capital** showing how many programs would be in jeopardy if any of the money was diverted from the proposal.

Jim Newlin, Fiscal Research staff, presented a brief overview of the Legislative Study Commission on Nursing and the process by which the decisions and recommendations had been made. After a few questions from members, the committee concurred with the Expansion Budget on a vote of eight to one. Representatives Esposito and Woodard were not present.

Upon recommendation of the conference committee, S244 passed the Senate with a unanimous vote and the House with a 75 to 1 vote and was ratified.

S245, Health Care Licensing, passed the House with a vote of 98 to 4. It had originally been written to include both licensure of nursing pools and home health agencies. It was decided earlier in the session that regulation of home health agencies needed further study, and a recommendation was made to establish a study commission on this issue. The House placed a final amendment on this bill which eliminates any appropriation during the 1989-90 fiscal year to carry out the intent of the bill. The North Carolina Division of Facility Services will be handling the licensure of nursing pools, and they have been instructed to come back to the 1990-91 session with cost projections on operating this program. The Senate concurred with the House amendment, and S245 was ratified on August 9, 1989.

S242, Nurse Aide Registry, passed both houses in June and was ratified on June 15, 1989. (See related article on page 4 of the July/August **Tar Heel Nurse.**)

H316, Nursing Scholars Program, was amended by the Senate to give registered nurses returning for their baccalaureate degree a $3,000/per year scholarship instead of the $2,500 initially proposed by the Legislative Study Commission on Nursing. House concurred with the Senate amendment and H316 was ratified on July 7, 1989.

H320, Nursing Shortage Alleviation Act, was amended to include a provision that the Legislative Study Commission on Nursing would sunset in June, 1990. All other provisions remained the same. The bill was ratified on July 4, 1989.

A thank you is in order!

A phone call, note, or letter to your legislators in appreciation of their support of our nursing bills is truly in order. With the exception of the S245, Health Care Licensing, and the one negative vote on S244, Funds for Nursing Programs, their support has been unanimous. Your elected representatives need to know that nurses appreciate that they cared enough about the nursing shortage to allocate millions of dollars to try to alleviate the shortage.

Legislative Update

In addition to the five bills introduced by the Legislative Study Commission on Nursing, NCNA has been monitoring approximately 340 bills that relate to health care in North Carolina. The following bills have been ratified this session.

Long Term Care and Other Aging Measures

H69, Plan for Older Adults, requires the Division of Aging to submit to the General Assembly a plan for serving older adults which would include a detailed analysis of needs, a statement of the State's long-term policy on aging, an analysis of current services, and specific recommendations for expanding services and funding.

H70, Aging Data Coordination, requires that the Division of Aging coordinate all existing data regarding the elderly and all state agencies possessing such data will cooperate with the Division.

H74, Division of Aging/Information, names the Division of Aging as the information clearinghouse regarding programs and services for the elderly of North Carolina.

H76, Clinicians on Nursing Home Committee, establishes the composition of the Nursing Home/Rest Home Penalty Review Committee. It shall consist of nine members and will include a pharmacist, registered nurse experienced in long-term care, physician, rehabilitation therapist, dietician, representative of nursing home, representative of domiciliary home, consumer advocate, and a member of the public. The pharmacist, nurse, and public member may not be employed in either a nursing or domiciliary home. The bill was amended to state that the Penalty Review Committee may not review penalty recommendations agreed to by the Department of Human Resources and facility for Type B violations **unless** they have already been cited in the previous year or since previous inspection, whichever is longer.

H174, Nursing Home Patient's Rights, would require that nursing home patients or family members be notified within 10 days if a facility is issued a provisional license or has received notice of license revocation.

H258, Alzheimer's Subcommittee, adds this as a standing committee of the Study Commission on Aging. The committee will be composed of three commission members and six non-commission members.

H657, Medicaid/Property Transfers, modifies the statute on transfer of property for purposes of qualifying for medical assistance to those transfers that were made before July 1, 1988.

H1008, Home and Community Care Committee, establishes an advisory committee within the Department of Human Resources to alleviate service fragmentation associated with in-home and community based supportive systems for older adults and their families.

H1082, Certificate of Need Monitored, ensures that the recipient of a CON provide evidence to the Department of Human Resources that the facility is operating in material compliance with the application for the certificate of need.

S80, Long Term Care Ombudsman Program, establishes this program under the Office of State Long-Term Ombudsman housed in the Division of Aging. It enacts state legislation to put into place the functions and duties required by the Older Americans Act of 1965. The patient must authorize the ombudsman to release any medical or financial record. The ombudsman must register in those facilities that require all visitors to register.

S446, Medigap Insurance, see Insurance.

S503, Long Term Care Insurance, see Insurance.

Maternal-Child Health

H125, Birth Impairment Study, continues the Birth-Related Neurological Impairment Study Commission using funding from the previous biennium and specifies that a report shall be ready at the beginning of the 1990 session. The Commission is now charged to study all birth related neurologically impaired victims regardless of how impairment was caused.

H679, Chemically Dependent Children, provides that the State ensures appropriate education to drug and alcohol addicted children, but that they not be considered "children with special needs."

H690, Prevent Lead Poisoning in Children, requires the Commission for Health Services to require laboratories to

Continued on page 4.

Mountain AHEC

MOUNTAIN AHEC
Asheville, North Carolina

1989 - '90 NURSING CALENDAR OF EVENTS

OCTOBER		
17	SUPERVISION AND DELEGATION SKILLS: For The Staff Nurse Mary Gribbin, MSN,RN-C Maryland	
NOVEMBER		
1	MULTIPLE TRAUMA Mary Ann Nichaus, MSN,RN,CEN,REMT-P Cincinnati, Ohio	
3	INFECTION CONTROL UPDATE William Rutala, MD; David Weber, MD; & Karen Hoffmann, RN UNC Chapel Hill	
17	FROM STAFF NURSE TO PRECEPTOR JoAnn Alspach, RN,MSN Annapolis, Maryland	
MARCH		
23	PREVENTION AND MANAGEMENT OF PRESSURE ULCERS Carol Parker, RN,ETN,MN Asheville, NC (and others)	
27	CHARTING WITH A JURY IN MIND Stephen B. Bergerson, BA,JD Minneapolis, Minn.	
28	WHO WILL BE BELIEVED? THE NURSE ON TRIAL Stephen R. Bergerson, BA,JD Minneapolis Minn.	
APRIL		
6	CARE FOR THE CARETAKER Camille Wade-Maurice, BS,MS Neenah, Wisconsin	
17 & 18	ADVANCED NURSING PHYSICAL ASSESSMENT Kathleen Ryan Fletcher, MSN,RN-C,GNP University of Virginia, Charlottesville	
24 & 25	MED-SURG REVIEW MacGregor Eddy, BSN,RN-C,CCRN Salinas Valley, Cal.	

For more information on these programs held in Asheville, NC by the Mountain AHEC please contact MAHEC, Department of Nursing, 501 Biltmore Avenue, Asheville, North Carolina 28801 or call Lisa or Jane at 704/257-4425.

Legislative Update

Continued from page 3.

report elevated blood lead levels in children under six, investigate the sources of these blood lead levels, identify lead poisoning hazards, test children under six suspected of having elevated blood lead levels, and require owner of property identified as having lead poisoning hazard to clean it up.

H1192, Pediatrician on Day-Care Commission, adds a pediatrician appointed by the Governor to the North Carolina Child-Care Commission and increases parent representation to two.

H1268, Domestic Violence/Represent Self, provides that individuals may represent themselves in domestic violence actions and requires county superior court clerks to provide legal forms to help them do so.

Psychiatric-Mental Health

H526, Mentally Ill Minor Defined, clarifies the definition of mental illness, when applied to a minor as "a mental condition, other than mental retardation alone, that so impairs the youth's capacity to exercise age adequate self-control or judgement in the conduct of his activities and social relationships so that he is in need of treatment."

H600, Outpatient Commitment Criteria, requires that a physician or eligible psychologist consider patient's psychiatric history when making a recommendation for outpatient commitment.

S267, Adopt Mental Illness Plan, adopts the plan developed by the Mental Health Study Commission to be used for the purpose of providing policy guidance for the development of services.

S424, Mental Health Confidentiality, provides that a State facility may furnish client identifying information to the Department of Human Resources for the purpose of maintaining an index of clients served in State facilities. This information may be used by State facilities only if necessary for the appropriate and effective evaluation, care, and treatment of the client.

Changes in Licensing Acts of Allied Health Professionals

H1277, Optometry Students, clarifies that the practice of optometry by students enrolled in approved schools or colleges under supervision of a licensed or qualified optometrist does not violate the optometry licensure requirements. The regulation of such practice by rule shall be carried out by the State Board of Examiners in Optometry.

S804, Psychologist Licensing Change, amends the Practicing Psychologists Licensure Act to permit licensure of a psychological associate. This would allow an applicant who has met all requirements, except for **passing exam at practicing psychologist level**, to be licensed as a psychological associate without a master's degree **if applicant passes exam at psychological associate level.**

S825, Occupational Therapy Practice, would allow the use of orthotic devices in the definition of occupational therapy. Also deletes requirement that the physician member of the Board of Occupational Therapy be an orthopedic specialist with three years experience in occupational therapy and that the public member cannot be licensed by the Board. The Board is empowered to make completion of continuing education courses a requirement for renewal of license.

S884, Optician Fees/Contact Lens Exam, would require any dispensing optician who obtained licensure after July 1, 1985 to pass a separate licensure examination for dispensing contact lenses.

Special Note: H710, Dieticians/ Nutrition Practice Act and **H1070, Radiation Technology Practice Act,** passed the House and were sent to the Finance Committee in the Senate. Both bills are eligible for consideration in the 1990 short session.

Insurance Issues

H1079, Health Insurance Precertification, directs the Commissioner of Insurance to adopt rules governing precertification practices and forms and utilization review organizations affiliated with accident and health insurers, third party administrators and preferred provider arrangers, and self-funded health benefit plans.

H1092, Chemical Dependency Coverage, requires that the minimum coverage for chemical dependency treatment benefits in insurance policies and hospital and medical service plans be raised to a $16,000 cap for the life of the policy. Changes will go into effect on October 1, 1989 and applies to all policies written after that date.

S446, Medigap Insurance, rewrites the North Carolina Medicare Supplement Insurance Minimum Standards Act of 1981 to comply with recent changes in Federal law. This would prohibit any medicare supplement policy from duplicating medicare benefits. In addition, no policy may deny a claim for losses incurred more than six months from effective date of coverage for pre-existing conditions. Insurers must file annually with the Commissioner of Insurance its rates, rating schedule, and supporting documentation to show that it is in compliance with applicable loss ration standards.

S503, Long Term Care Insurance, forbids long-term care insurance policies from offering only skilled nursing care or significantly more coverage for skilled care than for lower levels of care. Limits exclusion to conditions that the applicant had received treatment for in the six months prior to the effective date of the policy. It also cannot conditionalize home care benefits based on prior institutionalization.

EMS/EMT

H302, EMS Service/Fire Districts, allows county commissioners to permit county service districts with a $.15 rate limit to provide emergency medical, rescue, and/or ambulance service.

H1162, Rescue Squads Defined, amends GS 118-52 to define "rescue" as "the removal of individuals facing external non-medical and non-patient related peril to areas of relative safety."

H1163, EMT Ambulance Change, requires a minimum of one emergency medical technician and one ambulance attendant on all ambulances when transporting a patient on an emergency mission.

AIDS Legislation Update

S282, Communicable Disease Law Change, was introduced by Senator Helen Marvin in February and included two major revisions to the existing law. The first provision stated that no test for AIDS virus infection could be performed without consent of the person being tested. The second provision stipulated that 1) no test for AIDS virus infection could be required to determine suitability for employment, housing, or public services, or for the use of places of public accommodation or public transportation; 2) it is unlawful to discriminate against persons in any of the above situations if they have or are perceived to have AIDS virus infection; and 3) any person so aggrieved shall be entitled to institute a civil action under the Handicapped Persons Protection Act. With modification, this bill passed the Senate on May 11.

A committee substitute for S282 was adopted by the House Judiciary Committee on July 20, 1989. This substitute more closely defined some of the provisions in the original bill and included the following stipulations:

Legislative Update

1) A physician can order an AIDS test to be conducted, but the person has the right to refuse to submit to this test.

2) A physician may order a test **without** informed consent if the person is incapable of providing or is incompetent to provide such consent or if others authorized to give consent for the person are not available and testing is necessary for appropriate diagnosis or care of the person.

3) A minor who is 12 years of age or younger may be tested for AIDS virus infection without the consent of the parent if there is reasonable suspicion that the minor has AIDS virus or that the child has been sexually abused.

*4) An employer may require a test for AIDS virus infection for job applicants in preemployment medical examination and can deny employment based on a confirmed positive test.

5) No test for AIDS virus infection shall be required, performed or used to determine suitability for **continued** employment, housing or public services, nor may any person infected with the AIDS virus be discriminated against in these instances.

*6) A health care provider or facility could treat a person with AIDS differently from others if appropriate to protect the provider, employees of the provider, or employees of the facility. The bill would also permit referral of persons with AIDS virus to another licensed health care provider or facility for the purpose of providing **more** appropriate treatment.

7) A person discriminated against in determining suitability for continued employment, public services, public transportation or public accommodation, other than housing, may file civil action in the superior court in the county where the alleged discriminatory practice occurred or where the plaintiff or defendant resides. This would not be a jury trial. It would permit the court to award back pay up to two years taking into consideration interim earnings and reducing awarded figure by that amount.

8) An employer may take appropriate employment actions against an employee with AIDS virus if continued work would pose unreasonable risk to the health of others or if the person is unable to perform normally assigned duties.

9) AIDS virus infection is declared a reportable communicable condition.

10) It is the duty of the physician attending any person who dies and is known to be infected with a communicable disease, to provide written notification to all individuals handling the body of the proper precautions to prevent infection.

The North Carolina Nurses Association joined with the NC Medical Society, NC Hospital Association, NC Dental Association, NC Neurosurgical Society, and the NC Pediatric Society to send a letter to each Representative in support of this legislation. Although there were clauses that each organization wished were a little different, it was felt that this was the best piece of anti-AIDS discrimination legislation that has been before the General Assembly to date.

*The House made two additional amendments on July 25 and 26. In Item #4, an employer could perform a test for AIDS virus if it were included in an annual medical examination routinely required of all employees. In Item #6, a phrase was added that assured appropriate care for the person who has AIDS virus as well as the health care worker.

1989-1991 Proposed Legislative Platform

The North Carolina Nurses Association endorses legislation and regulatory authority to:

- Protect the public through maintenance of a strong Nursing Practice Act and through authority for the Board of Nursing to regulate the practice of nursing and to set standards for nursing education programs.
- Protect the rights of patients and their families to safe, affordable, and accessible health care.
- Allow consumers direct access to the qualified health care provider of their choice by removing barriers restricting consumer choice.
- Provide for adequate health care to populations with recognized special needs.
- Protect the right of citizens to a safe, healthy environment.
- Improve the work environment, the economic base, and the professional and legal status of nurses.
- Strengthen opportunities for individuals to achieve the educational preparation essential for competent nursing practice.
- Provide expertise on health care issues by inclusion of qualified registered nurses on advisory and policy-making bodies.

This proposed Legislative Platform was approved by the NCNA Board of Directors on July 21, 1989.

AIM HIGH

DO YOU CARE?

The Bachelor of Science degree you earned in nursing represents a lot more than academic achievement. It indicates that you're the kind of person who cares. And who wants to help. There are many different ways to help, and you owe it to yourself to find out about them. One of the best ways to help is a nursing career in the United States Air Force. The Air Force has a great health professions team and offers the kind of extras you don't often find in today's civilian job market. Your Air Force recruiter will be glad to answer all your questions about **Air Force Nursing.** Show you care. Help yourself. Help others. Help your country. Call

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AIR FORCE

Board News

At a special meeting on June 16, the NCNA Board of Directors addressed the issue of allocation of funds appropriated by the 1988 session of the North Carolina General Assembly. The $30,000 appropriation was awarded to the association to be used for the specific purpose of developing and implementing a student nurse recruitment program. Recommendations which evolved from the meeting were for approval of projects including the following:

- Purchase of a quantity of "Yes Nursing" brochures and the accompanying "Guide to Financial Aid for Nursing Education."
- Production and editing of the recruitment video developed by NCNA during 1988-1989.
- Development of public service announcements (PSAs) aimed at recruitment of young people into the nursing profession.
- Purchase of a quantity of brochures developed by **Nursing 89** for distribution to middle, junior and high school guidance counselors.
- Purchase of a one year subscription of **Nursing 89** to be distributed to each high school in North Carolina.
- Purchase of magazine covers imprinted with the NCNA logo and the slogan, "Nursing: It's more than you ever imagined," to be distributed to middle, junior and high schools in North Carolina.
- Purchase of a quantity of brochures developed by the American Organization of Nurse Executives, "Nurses make a difference."
- Allocation of funds to contract for the development of a grant proposal seeking funds to develop a nursing career encyclopedia.
- Purchase of a book on nursing careers.
- Allocation of funds to cover costs of distribution of materials identified above.

At a meeting on July 21, the NCNA Board of Directors:

- Approved recommendations proposed in a June 16 special meeting of the Board dealing with allocation of legislative funds for a variety of projects aimed at recruitment of high school students into the profession of nursing. In addition, allocated a specified amount of the legislative appropriation for the placement of billboards around the state promoting the nursing profession.
- Received a report of the 1989 meeting of the ANA House of Delegates.
- Received an update on the RCT issue.
- Reviewed a report submitted to the UNC Board of Governors regarding baccalaureate nursing education in North Carolina.
- Received a report on the Nursing Update Series.
- Approved the American Cancer Society's request for presentation of the Harriett Flint Oncology Award at the NCNA Convention.
- Approved the provision of booth space to the Great 100.
- Received a report from the NCNA Committee on Resolutions regarding proposed resolutions to be submitted to the 1989 NCNA House of Delegates.
- Approved the **Tar Heel Nurse** Editorial Advisory Board's request to develop a plan for a comprehensive survey to assess the association's communication tools.
- Approved a proposal for 1989-1991 Goals and Priorities to be submitted to the 1989 NCNA House of Delegates.
- Approved CE Approval Unit policies and procedures and modifications in staff job descriptions as recommended by the ANA accreditation team and developed by NCNA structural units and staff.
- Approved a proposal for the 1989-1991 Legislative Platform to be submitted to the 1989 NCNA House of Delegates.
- Recommended registered nurses for consideration in the appointment process for a variety of boards and commissions created in the 1989 General Assembly.
- Made recommendations to Nurse PAC for changes in contributor category rates.
- Received the resignation of Martha Henderson as chair of the Cabinet on Practice. Appointed Judy Barnes to complete the unexpired term as Cabinet chairman.
- Appointed Debra Lekan Rutledge as an ex-officio member of the Cabinet on Practice.
- Approved a recommendation from the NCNA Steering Committee that the Steering Committee on Entry into Practice be restructured beginning with the 1989-1991 biennium and thereafter be composed only of task force chairs and that the group be chaired by a board member.
- Agreed to endorse and promote an ANA sponsored automobile/homeowners insurance program.
- Made recommendations for appointment to the State Advisory Council on Occupational Safety and Health.
- Appointed Cynthia Van Deusen to serve as the Congressional District Coordinator in the 11th congressional district.

At a meeting on August 18, the NCNA Board of Directors:

- Received a report from President Jo Franklin on a meeting between NCNA representatives and members of the NC Council of Deans and Directors of Baccalaureate and Higher Degree Programs.
- Received an update on the RCT issue.
- Agreed by consensus to renew membership in the N.C. Council for Social Services and in the N.C. Council of Women's Organizations.
- Directed the NCNA Executive Committee to review ANA bylaw changes for implications for NCNA and request appropriate structural units to address ANA bylaw changes as needed.
- Received a report from the Peer Assistance Program Committee requesting additional staff support for the committee and referred the request to the Finance Committee for evaluation.
- Reviewed and provided input on a draft document from the N.C. Board of Nursing, interpretive statement regarding delegation by the RN and LPN.
- Adopted a business plan to be used by all structural units when proposing new services and/or products.
- Referred a draft document from the Cabinet on Professional and Economic Development, "Position Statement on Workplace Integrity for the RN with Implementation of Two Levels of Entry into Practice," to other structural units for input.
- Reviewed the July financial statement and requested additional information from the Finance Committee. Directed the Finance Committee and the 1989-1991 treasurer to pursue changing the fiscal year of NCNA to a July to June budget cycle and report to the Board in December.
- Approved a survey to be included in the **Tar Heel Nurse** directed toward attaining information from the membership about the effectiveness of NCNA communication tools.
- Received a report from the Ad Hoc Committee on Policy Review, approved new policies and revisions and/or deletions of existing policies.

Continued on page 7.

President's Message

Well, this is it—the last time I get to use this column as a personal forum for basically whatever I feel like sharing with you, the members of NCNA. It has been a tremendous experience, one that I would not trade for any amount of money, and one that I continue to feel honored to have had.

The big news this month is the annual NCNA CONVENTION. If you haven't registered yet, do it now! Ask your employer if she/he will help foot the bill for this worthwhile educational event. Offer to present an in-service program to fellow employees when you return to work. Share the wealth.

Many critical issues face our House of Delegates this year. You can read about them elsewhere in this issue, and I have addressed them in the past. Please be sure your voice is heard and your opinion expressed on each of these topics. NCNA is your organization and in order for us to progress in the direction you would have us go, the leadership must hear from each of you. Make it your business to:

Jo Franklin

- Attend your next district meeting to find out what your leaders learned at District Leadership Day and then express your opinions to them. You may even have a chance to be a delegate to the Convention from your district.
- Vote. If you cannot attend Convention, call or write NCNA Headquarters to request an absentee ballot. All members, not just Convention attendees, have the right to vote for the NCNA officers. Request a ballot right away if you will be unable to attend. Don't be dismayed if you don't know everyone on the ballot. Ask your district leaders their opinions on candidates. Read about them in the July/August issue of the **Tar Heel Nurse.** Vote for those you do feel comfortable with, even if you don't choose to vote in each race.
- Become informed about the issues—dues increase, dues "pass-through," ANA membership, AIDS, abortion. Form an educated opinion, but come to Convention with an open mind to explore these issues and establish the direction for NCNA in these areas.

As I am winding down my presidency, I have been taking stock of where NCNA is, and where it has come from. I am satisfied that clear forward progress has been made. Have you done your share? Would you like to be involved next year? Fill in the consent to serve form and start now.

You need to make what you do today count—you are trading a day of your life for it. Thank you for the opportunity I have had to make each day count.

Board News continued from page 6.

- Approved a policy on licensure of allied health professions.
- Approved policy on the Legislator of the Year Award.
- Selected recipients of Board awards to be presented at the 1989 NCNA Convention.
- Approved the purchase of license plates for sale.
- Approved sponsorship of the Great 100 keynote session.
- Made recommendations to the ANA-PAC Board of Directors for appointment.
- Denied a request from ANA and the American Association of Nurse Attorneys to join in filing an amicus brief.
- Declined invitations to sponsor an American Diabetes Association program and to contribute to the guardianship endowment of the Association for Retarded Citizens.
- Appointed Carolyn Maynard to serve on the N.C. Foundation for Nursing.

Sumner for Treasurer

Paid Advertisement

Calendar of Events

October 6	Nurse PAC, 10:00-2:00
October 19	Joint Practice Committee, NC Medical Society Headquarters
October 25-28	NCNA Convention, Sheraton Imperial Hotel and Towers, Research Triangle Park
October 30	NCNA office closed
November 6	Continuing Education Provider Unit, 12:00-3:00
November 10-11	NCNA Board of Directors Retreat
November 11	N.C. Federation of Nursing Organizations, 9:30-12:00
November 13	N.C. Foundation for Nursing, Inc.
November 14	Task Force on External Constituencies, 10:00
November 15	Primary Care Nurse Practitioners C.E. Committee, 10:00-2:00
November 16-17	Legal Update Workshop, Regency Suites and Inns, Winston-Salem, NC
November 16	Psychiatric-Mental Health Council Workshop Planning Committee, 9:00-12:00
November 17	Council of Psychiatric-Mental Health Nurses in Advanced Practice, 1:30-4:00
November 23-24	Office closed to observe Thanksgiving holiday
November 29	**Tar Heel Nurse** Editorial Advisory Committee, 10:00-12:00
December 1	Continuing Education Approval Unit, 10:00
December 1	Psychiatric-Mental Health Council Workshop, "Alternative Approaches," The Commons Building, Wake County Office Park, Raleigh, NC
December 8	District Leadership Day
December 15	NCNA Board of Directors
December 25	Office closed to observe Christmas Day

Executive Director's Message

A briefing on anticipated 1989 NCNA convention issues

The 1989 NCNA Convention promises to be one like many others before it...full of critical issues. It is expected that many of the convention issues will prompt much debate among the membership and that is precisely the way it should be. As registered nurses, we all bring our own set of opinions and beliefs. Our governing body, the NCNA House of Delegates, is the proper place for us to debate our individual perspectives and to come to a collective position of the organization for the good of nursing and the consumers we serve.

The issues this year will be tough ones and ones which you will, no doubt, want to give much thought to and discuss thoroughly with your peers prior to the annual meeting. It may be worthwhile to highlight a few of the anticipated issues here to facilitate your preparation for the 1989 convention.

A dues increase...no one likes a dues increase. We all wish it didn't have to be done. The simple fact of the matter, however, is that the cost of business—like the cost of living—has gone up. ANA has not had a dues increase for the past nine years. Clearly, it takes more money to do business now than it did in 1980. The ANA Headquarters operation will be moving to Washington, D.C. by 1992. There, our national organization will present a more effective representation of nursing in the arena in which public policy is made...a very important arena in which we must be represented. The recommendations of the ANA COAR report will provide a streamlined, more effective organization which will benefit all of us but there are some costs involved. ANA has taken very seriously the membership's mandate for more fiduciary responsibility on the part of our national organization and have delivered. The need for the dues increase is clear.

The 1989 ANA House of Delegates approved a dues increase of $15 to become effective on July 1, 1990 with a second $15 dues increase to become effective on July 1, 1992.

At the 1989 NCNA Convention, the House of Delegates will have before them in the form of bylaw language what is commonly referred to as a "dues pass through" mechanism. This language allows for increases in the ANA dues to be "passed through" to the individual member without further action by the House of Delegates. The level of dues support to NCNA will continue to be established by the NCNA House of Delegates. It is the belief of the leadership that this is appropriate action to take. Whenever future ANA dues increases are anticipated, NCNA leadership will always, as before, seek input from the membership of NCNA. We will take our delegates to the meetings of the ANA House and do our very best to represent our members' wishes. The outcomes of the ANA House of Delegates, however, are reality. If we come back with a dues increase having been voted in, that is what we will have to live with.

NCNA does have a reasonable reserve fund thanks to many years of Boards of Directors who have taken seriously their fiduciary responsibility and developed a sensible business plan about spending and saving. We do not, however, have adequate reserves to sustain an increase in dues to the national level. The 1989 dues increase at our current membership level would cost the association an additional $24,300 in 1989—more than half of our current reserve fund. In 1990, the net impact would be an additional $48,600. Our reserves would be completely depleted in less than one year. Eroding our reserves does not make good business sense. We must depend on our current members and the continuing success of our marketing program to future members to provide a secure financial future for the professional association. The dues pass through mechanism allows us the opportunity to move forward and progress with the times.

Future membership in the professional organization...The ANA House of Delegates took action in 1989 approving bylaw language to declare the registered nurse as the member of ANA and its constituent state members. In addition, a bylaw proviso was approved as follows: "At such time as a state has enacted legislation or regulation for a future differentiated professional/associate nurse licensing system and prior to implementation, and the constituent member chooses to include in its membership an individual who would be granted a license to practice as a second level practitioner, the ANA House of Delegates must determine membership rights, responsibilities and privileges of the second level practitioner at its earliest meeting, regardless of the bylaws cycle." At some future date, NCNA delegates to the ANA House of Delegates will have to cast their vote on whether or not future membership in the organization will include a second level practitioner.

The NCNA House of Delegates needs to address this issue. Our delegates to the ANA House want and need to know the membership's position so they can appropriately represent their peers. This issue will be raised in some form or fashion yet to be determined at this House of Delegates.

AIDS Public Policy...AIDS has been an evolving health issue for several years and is certainly a legislative issue. The 1989 session of the North Carolina General Assembly proposed more than 18 legislative bills dealing with public policy matters related to AIDS. The range of policy matters is broad—mandatory testing; nondiscriminatory practice in employment, housing and in the provision of health care; prevention and education programs, etc.

It is time for the North Carolina Nurses Association to speak out on some of these critical health care issues. It is anticipated that the delegates will be asked to address a position of support for nondiscriminatory public policy. Be prepared to present your position on public policy matters related to AIDS at the 1989 House of Delegates meeting.

Continued on page 9.

ABSENTEE BALLOT DEADLINES

October 5, 1989
Last day to request an absentee ballot for statewide elections

October 15, 1989
Last day to have absentee ballot back to NCNA Headquarters

NCNA Proposed Priorities and Goals

1989-1991 Proposed Priorities and Goals

Purposes:

A. The purposes of NCNA shall be to:

1. work for the improvement of health standards and the availability of health care services for all people in North Carolina, and

2. foster high standards of nursing, and

3. stimulate and promote the professional development of nurses and advance their economic and general welfare.

B. These purposes shall be unrestricted by consideration of nationality, race, creed, religion, lifestyle, color, sex, or age.

Proposed Priorities and Goals

Priority: To increase and broaden NCNA's membership base.

Goal: Represent 10,000 of the state's registered nurses.

Goal: Increase the retention of present members.

Goal: Increase staff nurse representation.

Goal: Stimulate and facilitate leadership growth at the "grassroots" level.

Goal: Increase representation of minority nurses.

Priority: To implement an action plan to achieve two levels of entry into nursing practice.

Goal: Reach nursing consensus on the entry level.

Goal: Refine the scope of practice for the two future levels.

Goal: Prepare a legislative agenda.

Goal: Form coalitions to assist in implementation.

Priority: To be a proactive and visible spokesperson for nursing in establishing health policy and in addressing nursing practice issues in order to improve the health care of North Carolina citizens.

Goal: Maintain a strong, viable legislative program.

Goal: Increase the involvement of RN members of policy-making boards, committees, etc.

Goal: Establish a statewide health project which strives to positively change the lives of fellow North Carolinians.

Goal: Promote excellence in nursing practice and recognition of credentials for advanced practice.

Goal: Maintain a strong Nursing Practice Act.

Priority: To promote activities which result in an adequate number of nurses prepared to meet the health care needs of North Carolina citizens.

Goal: Support and participate in recruitment efforts to attract more individuals into nursing.

Goal: Promote participation and excellence in continuing education for nurses.

Goal: Support and participate in retention efforts.

Goal: Promote continued funding of nursing education and recruitment/retention efforts.

Priority: To advance the professional and economic status of nurses commensurate with their professional responsibilities.

Goal: Promote the appropriate utilization of RN's according to their education, experience and specialization.

Goal: Promote recognition, advancement and appropriate economic rewards for nurses.

Priority: To support the advancement of peer assistance for the impaired nurse.

Goal: Establish increased financial support for the peer assistance program.

Goal: Continue to strengthen the relationship with the NC Board of Nursing to include developing a referral process.

Goal: Facilitate an open working relationship with significant target groups whose decision-making impacts impaired nurses.

Goal: Be a model for other nursing communities in establishing programs to assist impaired nurses.

Priority: To stimulate the utilization of nursing research as the basis for the improvement of nursing practice.

Goal: Encourage participation in nursing research.

Goal: Disseminate information about and/or findings from nursing research.

Goal: Educate nurses regarding the uses of nursing research.

Continued from page 8.

Abortion... The U.S. Supreme Court's July 3rd decision in the case of Webster v. Reproductive Health Services, Inc. upheld a Missouri law banning the use of public funds or facilities for performing or assisting in abortions. The American Nurses' Association filed an amicus brief in the Webster case expressing the nursing profession's commitment to ensuring unrestricted access to health services and information.

The Supreme Court's action sanctions state laws which cut off public funding for abortion. Therefore, the issue of abortion is in the hands of the states...specifically, the hands of the state legislatures. NCNA has historically had a position of "no position." This issue cuts right through to moral and ethical fabric and is, on a scale of difficulty from one to ten, a 10+. It has been fairly easy to have a "no position" position to date since the issue was national in scope...never really hitting too close to our individual homes. It will NOT be easy any more to have a position of "no position." State legislatures will begin to seriously struggle with this difficult choice as early as the next legislative session. People will want to know where registered nurses stand on the issue and they look to NCNA when that question is asked. Where will the association stand?

Right to Choice? Right to Life? We have to look inside ourselves and see if we are ready to respond to the question.

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These issues and, undoubtedly, others will face the 1989 delegates to the NCNA House of Delegates. As members of this association, it is your responsibility to help to seek out the answers in October. You have resources available to assist you. Don't miss your district's pre-convention meeting. Look to your elected leadership at the district and state level to provide you with information you need about these matters. Talk to your peers, talk to your patients. Consider the purposes of NCNA..."to work for the improvement of health standards and the availability of health care services for all people in North Carolina, and foster high standards of nursing...." Consider our convention theme, "Power in Nursing: Created by Issues, Strengthened by Actions." Together, we must facilitate the work of the delegates and the House in addressing these critical issues and find strength in our actions.

NCNA Proposed Resolutions

Convention Room Rates

Single/Double Room
$70

Single Tower Room
$108

Double Tower Room
$123

The tower rooms are located on the top two floors of the Sheraton Imperial. They are concierge floors which offer complimentary continental breakfast and newspapers in the mornings and sherry or wine in the afternoon.

Physician Extender II—Salary: $29,280

Submit a completed Catawba County Application for Employment to Mrs. Brenda H. Watson, Nursing Director, Catawba County Health Department, Route 3, Box 338, Hickory, NC 28602; Phone: 704-328-2561 or 704-464-8036, for the following position:

Position available October 1, 1989. Individual will mainly work in prenatal clinic, as well as family planning, sexually transmitted diseases, adult health, and child health clinics. Experience with prenatal care preferred. Must have good clinical skills, ability to teach and counsel, and function as a team member. Position requires graduation from a Physician Assistant program approved by the N.C. Board of Medical Examiners and "approved to practice medical acts" by the Board of Medical Examiners, and preferably one year of experience as an extender; or licensed as a Registered Nurse by the Board of Nursing, graduation from a Nurse Practitioner program approved by the N.C. Joint Subcommittee of the Board of Nursing and Board of Medical Examiners, and "approved to practice medical acts" by the Joint Subcommittee, and preferably one year of experience as an extender; or an equivalent combination of education and experience. CLOSING DATE: OPEN UNTIL FILLED.

Promote Women, Especially Nurses, for Elected/Appointed Office

Submitted by the Cabinet on Government and Health Policy on 5/12/89
Revised by the Committee on Resolutions 6/30/89

WHEREAS,	Women comprise over fifty percent of the adult population of North Carolina; and
WHEREAS,	There are over 53,000 registered nurses in North Carolina and approximately ninety-five percent of these nurses are female; and
WHEREAS,	Over 300 legislative proposals were submitted to the 1989 General Assembly that had potential for impact on the practice of nursing and on the health, safety, and welfare of the general public; and
WHEREAS,	The contributions made by the nursing profession to the management of health care issues has heightened public awareness of nursing and increased its visibility; and
WHEREAS,	The opportunities for nurses to have an impact on the legislative, health policy development and political processes is greater than ever before; therefore, be it
RESOLVED,	That the North Carolina Nurses Association promote efforts within North Carolina to identify and support women who would be effective appointed and elected officials; and be it further
RESOLVED,	That North Carolina Nurses Association identify two female nurses and financially support them to attend an established program to develop their political leadership skills.

Cost Estimates

Sponsor two nurses to attend a regional/national conference to develop political leadership potential at a maximum expenditure of $1,000.

Housing and Health Care for Migrant Workers

Submitted by the Community Health Council 5/3/89
Revised by the Committee on Resolutions 6/30/89

WHEREAS,	There are approximately 1,000 known migrant camps within North Carolina which have inadequately enforced standards of housing and health care; and
WHEREAS,	Migrant workers provide a necessary labor force for numerous agricultural industries; and
WHEREAS,	Many migrant workers in North Carolina are living in poverty and do not qualify for Medicaid or other forms of funded health care; and
WHEREAS,	Migrant workers deserve to be part of the functional and productive workforce in North Carolina; therefore, be it
RESOLVED,	That the North Carolina Nurses Association support legislation and regulatory provisions which improve housing and health care available to migrant workers; and be it further
RESOLVED,	That the North Carolina Nurses Association advocate that money allotted in Migrant Health Care Funds and Migrant Housing Funds be made available to all migrant workers throughout North Carolina.

Cost Estimates

Cost implications primarily arise from staff time for lobbying. Otherwise, no direct costs are anticipated.

Control of Infectious and Biomedical Wastes

Submitted by the Community Health Council 5/3/89
Revised by the Committee on Resolutions 6/30/89

WHEREAS,	A safe and healthy environment is of paramount importance to continued societal development and progress; and
WHEREAS,	Storage, transportation and disposal of infectious and biomedical wastes constitute environmental, health, and aesthetic problems that are not adequately controlled by existing federal or state regulation; and
WHEREAS,	Careful management of infectious and biomedical wastes is essential and desirable to protect the public and to minimize environmental degradation caused by inadequate treatment or inappropriate disposal methods; and
WHEREAS,	Industries which generate infectious and biomedical wastes should be accountable in a timely and appropriate manner for the storage, transportation, and disposal of infectious and biomedical wastes; therefore be it
RESOLVED,	That the North Carolina Nurses Association support legislation to regulate the storage, transportation and disposal of infectious and biomedical wastes; and be it further
RESOLVED,	That the North Carolina Nurses Association support proposals which appropriate funds for environmental health programs and services.

Cost Estimates

Cost implications primarily arise from staff time for lobbying. Otherwise, no direct costs are anticipated.

NCNA Proposed Resolutions

Increase Medicaid and AFDC Benefits to Indigent Mothers and Children

Submitted by the Maternal-Child Health Council on 4/20/89
Revised by the Committee on Resolutions 6/30/89

WHEREAS, Many North Carolinians living in poverty do not qualify for Medicaid; and
WHEREAS, Only one-third of those below the federal poverty level qualify for Medicaid because of the restrictive resource and income limitations; and
WHEREAS, The Medicaid program is one of the most cost efficient ways of providing healthcare to low income persons; and
WHEREAS, In the past Aid to Families with Dependent Children (AFDC) benefits have not kept pace with inflation; and
WHEREAS, Two-thirds of the recipients of AFDC benefits are children; ninety-eight percent of whom live in households headed by women; therefore, be it
RESOLVED, That the North Carolina Nurses Association support efforts to adjust AFDC payments and Medicaid Needy Income Limits according to the Consumer Price Index.

Cost Estimates

Cost implications primarily arise from staff time for lobbying. Otherwise, no direct costs are anticipated.

AIDS

Submitted by the Council on Medical Surgical Nursing on 5/12/89
Revised by the Committee on Resolutions 6/30/89

WHEREAS, AIDS is a major health care problem for which comprehensive health policy is yet to be developed; and
WHEREAS, A major focus for combating the AIDS epidemic is education of the public; and
WHEREAS, The public at large continues to have a knowledge deficit related to AIDS; and
WHEREAS, Legislators who are educated about issues related to AIDS can be stronger advocates of appropriate legislation; and
WHEREAS, Nurses are assuming more active roles in developing health policy; therefore, be it
RESOLVED, That the North Carolina Nurses Association approach the Governor of the State of North Carolina to request that he designate one week as AIDS Awareness Week; and be it further
RESOLVED, That the North Carolina Nurses Association charge the districts to provide AIDS education that week and invite local elected officials, interest groups and the general public to discuss AIDS related issues.

Cost Estimates

Honorarium for Nursing Consultant	$ 400
Professional Staff	120
Support Staff	60
Educational Materials 1000 @ 1.00	1000
TOTAL	$1520

Carteret Community College
has the following
opening:

Practical Nurse Education Instructor

Minimum qualifications: Currently licensed as registered nurse in NC, Baccalaureate in nursing or Master's in nursing and Baccalaurate in another discipline, two years current hospital experience relevant to curriculum area of teaching (medical/surgical). Will instruct all assigned courses, maintain accurate records/reports, fulfill all faculty assignments, arrange clinical scheduling, interview student applicants, counsel, evaluate clinical site and learning experiences and available to commute to clinical agencies.
Beginning Salary
$1,579-$2,067 monthly
(dependent upon experience).
Application deadline: Sept. 30,1989
Position Available: November 1, 1989
CCC application required. Contact:
Mary Kirk, Carteret Community College
3505 Arendell Street, Morehead City,
NC 28557-2989 AEEO/AA

Sumner for Treasurer

Paid Advertisement

NURSES

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NORTH CAROLINA NURSES ASSOCIATION

NCNA Convention News

NCNA Marketplace

For a second year, the NCNA booths will be in the lobby area to make them more accessible to members throughout the four days of convention. This year they will be concentrated in an area called the NCNA Marketplace. Structural units participating are the Cabinet on Marketing, Nurse PAC, Peer Assistance Program Cruise Raffle, and the Council of Primary Care Nurse Practitioners.

Cabinet on Marketing

This booth will feature all NCNA convention logo items including sweatshirts, long sleeved t-shirts, mugs (both blue and red), and RN Power notepads. Regular NCNA items will also be available: NCNA pins, stamp pins, and note cards. **A special featured item will be license plates based on the art work for the nursing billboards (see page 11).** A limited number of "vintage" items will also be available.

Nurse PAC

The Nurse PAC Committee will begin the candidate endorsement process early in 1990. In 1988, they were able to give a total of $6800 to endorsed political candidates in the primary and general election. The major portion of Nurse PAC fund raising activities for these endorsements takes place at Convention.

NCNA members will be able to become a Nurse PAC member by making a contribution in any of the following amounts:

Basic $25 (includes a nurse stamp pin)

Basic Plus $35 (includes a nurse stamp pin and a subscription to **Nurses Notes from the Capital**

Silver $100 (includes *Basic Plus* benefits and silver Nurse PAC pin

Gold $200 (includes *Basic Plus* benefits and gold Nurse PAC pin)

Life $500 (includes *Basic Plus* benefits, choice of gold or silver Nurse PAC pin, and engraved Paul Revere bowl)

In addition to general contributions, the Committee is sponsoring a **"Silent Challenge."** In the past, Nurse PAC challenges have taken place in the House of Delegates. This year, members will be asked to make a "silent challenge" on a large board. Other members accept this challenge by signing their name on the board and filling out a challenge card. Each challenger and respondent will receive a special "challenge" sticker to indicate their participation in this event.

There will be a limited number of tote bags with the same special "challenge" logo for sale. The booth will also stock the **Political Action Handbook for Nurses.**

Peer Assistance Program Cruise Raffle

In addition to the Country Store (see related article), the Peer Assistance Program will have a Marketplace booth selling raffle tickets for the Cruise for Two to the Bahamas.

Primary Care Nurse Practitioners

Council members will be featuring a display of health concerns in the environment. They will also be selling nurse practitioner t-shirts, sweat shirts, rugby shirts, and golf shirts. A brass calling card case is a special sale item this year. Also available will be the nurse practitioner brochure and directory.

First Time Convention Attendees

This year members attending their first NCNA Convention will be wearing a red ribbon stating **First Convention.** The Convention registration form provides a space on the reverse side that a member can indicate this information.

A new member/first convention orientation will be held from 3:00 pm to 5:00 pm on Wednesday, October 25. Information on NCNA activities as well as procedures for the House of Delegates and other Convention highlights will be given by members of the Board of Directors and other leaders.

The Convention Planning Committee asks members more familar with Convention proceedings to reach out to these "red ribbons" and help them participate to their fullest.

Country Store makes a come back

After a two-year absence, the Country Store will again be a part of the NCNA Convention. Many convention-goers have commented that they missed the opportunity to do some convenient Christmas shopping and at the same time, support an NCNA project.

This year's Store will be sponsored by the Peer Assistance Program (PAP) Committee. The PAP goal is to raise money for the on-going operation of the program. The profit from the Country Store will be added to the funds that have been raised by the car, truck, and cruise raffles.

All NCNA members are asked to search among their well-hidden talents and bring hand crafted items to Convention for sale at the Country Store. The baker and gourmet cook can bring home-made jams, jellies, relishes, soups, rice mixtures, and other delights to fill up the kitchen corner. The creative holiday crafter can bring Christmas wrap, wreaths, bows, tree skirts, ornaments, and stockings to be hung with care. The stitcher, knitter, and crocheter can bring needlepoint, crewel, or cross stitch pictures, book marks, pillows, coverlets, scarves, mittens, and slippers.

Send or bring all sale items to Convention. The Country Store will be in the Bull Durham Room off the Pre-function Lobby beginning Wednesday, October 25, and will close on Friday, October 27.

And remember, even the untalented can come prepared to enjoy quick, convenient holiday shopping and support the Peer Assistance Program at the same time. See you at the Country Store!

American Airlines Will Fly You to NCNA Convention

Round trip airline tickets to NCNA Convention purchased seven (7) days in advance will be given a 40% off the full day coach fare. This special fare is based on "M" class availability and is valid to Raleigh-Durham from any point in the contiguous 48 states. Should a lower American promotional fare be available, the Meeting Services Desk will confirm the lowest American fare providing normal qualifications are met.

In addition to the above discount, American Airlines will offer 5% off any published round trip applicable airfare including First Class. All rules and restrictions apply and are subject to applicable inventory.

Travel to Raleigh/Durham must be between October 23 - 30, 1989.

Members wishing to take advantage of this discount should call the American Airlines Meeting Services Desk at 1-800-433-1790 between 8:00 am and 1:00 am. **ASK FOR STAR # S-02094R.** These discounts are only available through this facility.

Mapping out your future

Consider the following questions:

"Do you know what your present and future goals are?"

"Have you recently assessed your strengths, desires, and subsequently planned your life based upon this assessment?"

"Are you in touch with what is right for you professionally and personally?"

If your response to any of these questions is "NO," then you would be the perfect candidate to take advantage of the opportunity to map out your career and life goals at this year's NCNA convention.

Following is a glimpse of the "Career Life Assessment" program that will be offered.

SELF-ASSESSMENT:

Begin by examining your strengths, weaknesses, skills, experiences, and needs. Taking a personal inventory of yourself from A-Z is the first step. Learn who your are by exploring what you want professionally and personally.

List and rate your nursing skills.

List and rate your daily needs.

Identify those activities (professionally and personally) that are the most or least rewarding and are the most or least challenging.

Identify and evaluate your strengths and weaknesses.

Develop a list of aspirations.

SETTING GOALS:

Based upon the results of your self assessment, you are now ready to explore the path to your professional and personal future. The ultimate objective is to "map" out your desired course for your career and life. The goals you set will serve as your compass, keeping you on track, and helping you to plan your future. By beginning to plan your life now, you can take control and direct the outcome.

Being responsible for the direction of one's professional and personal life is a part of **Career Life Planning** . Goals should be set over an extended period of time. Preparing goals begins by examining the following questions:

- What is your philosophy of nursing/life?
- Where do you see yourself in five years, ten years?
- Where will you be in your professional and personal development in five years, ten years, or even your retirement years?
- What will be your future accomplishments in nursing as well as your life beyond the job?
- What kinds of contributions will you make to your profession as well as to society in general?
- What will be your nursing role in the next five to ten years?
- What personal role will you be playing in the next five to ten years?

PLAN OF ACTION:

Now begins the task of planning a "course of action." Planning goals is the first step to giving yourself a sense of control over your life. However, no goal, no matter how profound or well written, carries much impact unless the pathways to getting there are mapped out. This is a vital part of the career life assessment map. Short-term goals should be developed to help meet the objectives of long-term goals. Deadlines and stipulations may be set. The following questions are helpful when developing that plan of action:

- Professionally, what skills and expertise must you be gaining now in order to accomplish your long range goals of five or ten years?
- Personally what must you accomplish or experience now in order to fulfill your personal goals of the next five to ten years?
- What personal and professional contacts must you presently be cultivating in order to fulfill your future expectations?
- What must you begin doing right now to achieve what you want professionally and personally in 5 to 10 years from now?
- What must you **change** in the present and in your immediate future in order to accomplish your future goals?

ACTION/JOB SEARCH/CHANGE

Implementation is a key component to the success of any program. With the determination of immediate and future goals, you are now ready to develop the fine details of your map. Change may be a vital part of this process and may include a job change or change in lifestyle. Keeping in mind that change is not always easy, approach this task with enthusiasm and commitment and always keep in sight your future goals. While fine tuning your map, answer the following questions:

- How will this change impact on your financial status?
- Would your financial status be changed with a change of job?
- What time commitment will this new opportunity have on your personal and professional life?
- What impact will this have on significant others?
- Which fringe benefits are most important?
- Are there short-term consequences that are necessary in order to reach long-range goals?

EVALUATION

As with any program, evaluation is one of the key components of the process. Situations may arise that require revision of short-term or long-term goals. Evaluation can also be rewarding. Losing sight of goals frequently occurs when accomplishments, no matter how small or great, are not acknowledged. Evaluation allows assessment of the impact a changing environment may have on the success an individual has in obtaining his/her goals. While doing an evaluation, ask yourself the following questions:

- What unpredictable forces are impacting on your career life plan?
- How are these new circumstances affecting the outcome of your goals?
- Do your goals or plan of action need revising?
- What impact do these unpredictable circumstances have on the time you have set aside for your professional and personal life?
- Should you continue with your previously planned course of action?

SUMMARY

Life is not simple; nor does it have to be complicated or confusing. Each person has the privilege and right to assume control and responsibility for his/her actions. Planning for your future is one method of control. Plan to take advantage of the **CAREER LIFE PLANNING** program offered at this year's NCNA Convention. Plan now for your future. Experience the pleasure associated with mapping out the course of your professional and personal life.

NOTE: The Convention Registration form published in the July-August **Tar Heel Nurse** included on the back under the caption "Additional Information," a box to indicate if you plan to participate in a Career Life Planning assessment session on either Wednesday or Thursday. Please take time to complete this information if you plan to participate in this program.

Five for Free contest

Debbie Hutchinson, Chair of the Cabinet on Marketing, has updated the list of qualifying members in the Five for Free Contest. The contest runs from October 1, 1988 to October 1, 1989. By August 1, 1989 there were already two members who had recruited ten or more new members and seven others who had recruited at least five.

The Contest this year has a five step incentive program. For each five "new member equivalents" (students count one/half; retirees count one/fourth), the NCNA member or district receives an incentive. All winnings apply only to those levels and may not be negotiated in other payment forms; i.e. winnings for ANA Convention registration can be applied only to that purpose.

The five incentive levels are as follows:

Level 1. Five full memberships - member can choose between NCNA Convention registration fee or equivalent monies off membership dues.

Level 2. Ten full memberships - members receive both NCNA Convention registration fee and equivalent monies off membership dues.

Level 3. Fifteen full memberships - members receive incentives in Level 2 and equivalent monies off 1990 ANA Convention registration fee.

Level 4. Twenty full memberships - members receive incentives in Levels 2 and 3 and equivalent monies off 1990 ANA Convention plane fare.

Level 5. Twenty-five full memberships - members receive incentives in Levels 2, 3, 4, and equivalent monies as a cash award.

Level 2 winners to date are **Davy Crockett** (10), District 21, and **Betsy Payne** (11), District 9. Level 1 winners to date are **Joanne Beckman** (5), District 11; **Rhonda Evans** (5 1/2), District 12; **Rachel Funderburk** (5), District 2; **Rebecca Milks** (7), District 31; **Sylvia Scally** (5), District 14; **Pat Stevens** (5 1/2), District 34; and **Libba Wells** (6 1/2), District 11.

Members with four full memberships are **Sheila Arrington**, District 3; **Debbie Hutchinson**, District 11; **Bonnie Johnson**, District 5; and **Jerre Jones**, District 29.

Members with three full memberships are **Jo Franklin**, District 6; **Kay Helfrich**, District 11, **Joanne Hill**, District 18, **Kelly Isenhour**, District 34; **Mary James**, District 14; **Cynthia Luke**, District 22; **Judy Seamon**, District 21; and **Frostenia Smith**, District 8.

Members with two full memberships are **Betty Bailey**, District 30; **Carolyn Billings**, District 13; **Wanda Boyette**, District 14; **Madeline Claggion**, District 8; **Debbie Craver**, District 3; **Karen Gillespie**, District 3; **Shirley Harkey**, District 13; **Patricia Horton**, District 28; **Gale Johnston**, District 13; **Fred Jung**, District 8; **Willie Kennedy**, District 3; **Ed Kirkpatrick**, District 8; **Jenny Koinis**, District 35; **Debbie Moore**, District 13; **Gerri Pendell**, District 11; **Patricia Ray**, District 16, **Barbara Serra**, District 22; **Barbara Sigmon**, District 34; **Barbara Smith**, District 9; **Ginny Sullivan**, District 5; **Carolyn Teague**, District 11; **Gwen Waddell**, District 11; **Wanda Waiters**, District 11; **Norma Willhoit**, District 11; **Rebecca Willis**, District 14; and **Linda Wright**, District 2.

Nurse Management Opportunities

At The Moses H. Cone Memorial Hospital Group of Health Care Services we view the Assistant Head Nurse role as a growth experience from which Head Nurses arise. These managers assume administrative responsibilities for a particular shift, inclusive of scheduling, evaluations and operations. Additionally, these individuals are expected to contribute to departmental and organizational groups to positively impact patient care. Planned administrative time is built into the Assistant Head Nurse's schedule to afford him/her the opportunity to accomplish these goals.

The Moses H. Cone Memorial Hospital is a 547-bed not-for-profit teaching facility. Greensboro Hospital is our newest addition and is scheduled to become the only Women's and Infants Hospital in North Carolina in 1990. We offer a variety of compensation and benefit packages which include:

- **Off-shift bonuses**
- **Continuing education opportunities**
- **Corporate Wellness Program**
- **On-site Childcare Center**
- **Paid Annual Leave Plan**

If you're looking for an environment that will foster administrative growth, please call us for more information.

Ann North, RN
Nurse Recruiter
(919) 379-3874

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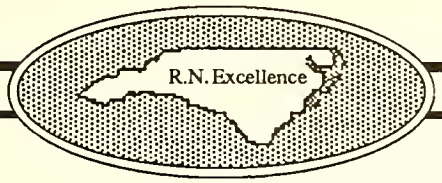

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Mary Lou Alford
Kathleen Allan-Calloway
Jo Anne Alston
Hattie Amigo
Martha W. Ballard
Ruby Barnes
Bette Barrett
Joseph Barton
Stephanie Beauchaine
Cecilia B. Boone
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Kay Campbell
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Mary Frances Coffey
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Donna Marie Keith
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Debra Kirby
Ed Kirkpatrick
Beth W. Lanier
Shelby J. Lassiter
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Vivian A. Loyd
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Jean B. Mabe
Joanne Manuel
Petti-Jeanne Marshburn
June Maxwell
Annie McCoy
Lue Anne McSwain
Linda A. Moore
Toni Morin
Mildred Morrison
Ralph Newcomb, Jr.
Dottie Oakes
Hannah Padgett
Barbara Penny
Cathy Pittman
Imogene W. Poole
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Geraldine Roberts
Bonnie Rogers
Ellen Hipp Smith
Nancy Snapp
Barbara Stapleton
Julie Strickland
Mary Sugg Styres
Lori Tanner
Peggy Thompson
Rebecca Thompson
Pat Thorne
Starr Treurniet
Alice van Hoose
Carol T. Vannoy
Elizabeth Kelly Varnadore
Priscilla Ann Ward
Susan P. Watson
Judith A. Webb
Pam White
Mary B. Willetts
Cynthia H. Worthy

State News

Roundtable III

The third Nurses Roundtable, sponsored by the NCNA Task Force on Nursing Constituencies met at the Brownstone Hotel in Raleigh on July 13, 1989. The focus of the discussion was on scope of practice for a future two levels of nursing. Gene Tranbarger, former Chair of the NCNA Task Force on Scope of Practice, was present to answer questions relative to the development of the Task Force's Draft Document on Scope of Practice.

Roundtable members broke into three groups to discuss the document. Summarized comments were shared by each group and a general discussion followed. Recommendations for changes in the document based on the discussion will be sent to the Task Force on Scope of Practice.

The next Roundtable is scheduled for September 19, 1989. Discussion will include an update on "entry" issues from organizational representatives and titling for a future two levels of nursing. Attendance is limited to appointed representatives from nursing organizations but you are encouraged to share your questions and concerns through your appropriate organization. An update on the Nursing Roundtable will be provided at the 1989 NCNA Convention in the "Open Forum" session of the Steering Committee on Friday October 27 from 10 am to 12 noon.

Health Occupations Education and the Cabinet on Education and Resource Development.

One of the goals of the Cabinet on Education and Resource Development for this biennium has been to learn more about the Health Occupations Educational Program in the Public School system. The Cabinet was interested in the curriculum content of the programs and viewed the students as having strong potential for choosing nursing as a career. Nancy Raynor, Chief Consultant of Health Occupations Education, met with the Cabinet to discuss the program. Ms. Raynor presented a history of the program and stated the goals of the program as follows:

1) To help students make career decisions,

2) To actively recruit for the health professions,

3) To serve as a feeder program into community colleges and universities,

4) To prepare students for employment in the health field immediately after high school.

Copies of the Health Science curriculum were made available for review by the Cabinet.

Following Ms. Raynor's visit the Cabinet discussed ways in which it could get involved with the program. A list of all the health occupations teachers in the state was obtained by NCNA and the teachers were paired with district presidents. The president or her designee was asked to contact the local teachers and offer to talk with students about nursing as a career. Feedback from district presidents showed that some districts had opportunities to meet with students, others indicated that they had done this in the past. Studies have shown that career decisions are often made during grades six through eight. A list of vocational teachers for these grades will be mailed to the districts early in the school year requesting district members to contact the teachers and offer to talk to students about nursing.

The impact of the "AIDS" scare on recruitment into nursing was also a concern of Cabinet members. A representative from the AIDS Control program talked with an NCNA staff member and discussed the educational programs in place for professionals and the lay public. Copies of their educational brochures were shared with NCNA. A letter was sent requesting that information be shared with the Department of Public Instruction and the lay community regarding the low risk of acquiring AIDS through professional activities.

A Cabinet member was invited to represent NCNA on the Health Occupations Education and Health Occupations Students of America (NCHOE-HOSA) Advisory Board. Robin W. Corbett has been appointed to this board. The Cabinet looks forward to continued involvement with the Health Occupations Program.

Tar Heel Nurse Editorial Advisory Committee

The **Tar Heel Nurse** Editorial Advisory Committee was asked by the NCNA Board of Directors to institute a study on the effectiveness of the various communication tools to the membership. From time to time the Board has received requests for more issues of the **Tar Heel Nurse, Nurses Notes from the Capital** as a member benefit, and other possible ideas for communication vehicles.

The Committee has drafted the survey on the facing page and asks that members take time to respond by October 30, 1989.

Obituary

Pansy Gilliam Carson died August 2, 1989 at Wilkes General Hospial. She graduated from Davis Hospital School of Nursing in 1932 and was a registered nurse for 40 years retiring from Wilkes General Hospital. She was the organizer of NCNA District 25 which includes Ashe, Alleghany, and Wilkes counties.

About People

Ten members of the NCNA Council of Psychiatric Mental Health Nurses in Advanced Practice will be presenting papers at the Eleventh Southeastern Conference of Clinical Specialists in Psychiatric Mental Health Nursing on October 4-8, 1989 in Savannah, GA. Members presenting are **Genevieve Bartol, Carolyn Billings, Dona Caine, Marilyn Earle, Anne Fishel, Judith Forker, Gail Pruett, Barbara Rynerson, Susan Simon, and Margaret Whittington.**

Saundra Shay, will be presenting a Breakfast Roundtable Session on the Legislative Study Commission on Nursing at the "Gateway to the Future" conference in San Francisco. The conference is being sponsored by the ANA Council on Continuing Education Staff Development on October 6-8, 1989. **Gregory Casalenuovo, Laurice Ferris, Rita Finnen, and Jan Johnson** will be presenting posters at the same conference.

Home Health Nurse—Salary $27,888

Submit a completed Catawba County Application for Employment to Mrs. Brenda Watson, Nursing Director, Catawba County Health Department, PO Box 338, Hickory, NC 28602; Phone: 704-328-2561 or 704-464-8036, for the following position:

Full-time Home Health position with all county benefits to cover nights, weekends, and holidays on call. Includes some nights and weekends off with pay. Large amount of flexibility in establishing work hours. Must have high technical skills and the ability to work independently. Will consider job share. Position requires BS Degree in Nursing from an accredited School of Nursing, which includes a Public Health rotation, plus one year's experience as a Public Health Nurse-I. Must be licensed by the Board of Nursing to practice as a Registered Nurse in N.C., or an equivalent combination of education and experience. Closing Date for Applications: Open until filled.

NCNA Communications Survey

The **Tar Heel Nurse** Editorial Advisory Committee would like your opinion on the communication tools currently used by NCNA. Please take a few minutes to fill out the survey and return to: **THN** Editorial Advisory Committee, NCNA, P.0. Box 12025, Raleigh, NC 27605 by October 30, 1989.

1. Please check which of the following communication tools you are currently receiving (or have received in the last five years).

Tar Heel Nurse	_____
Nurses Notes from the Capital	_____
Presidential Update	_____

2. Please indicate on the chart below whether these three communications are meeting your needs and are being received in a timely manner. (Yes = Y, No = N, Not Applicable = NA)

	Meeting Needs	Timely Manner	Additional Comments (Use back of page)
Tar Heel Nurse	_____	_____	
Nurses Notes from the Capital	_____	_____	
PresidentialUpdate	_____	_____	

3. Is the legislative information in the **Tar Heel Nurse** giving you a clear, timely update of current health legislation in North Carolina?
   Yes _____ No _____ Additional Comments:

4. Which features appearing in the **Tar Heel Nurse** should be maintained, changed or deleted?

	Maintain	Delete	Change
Legislative Update	_____	_____	_____
Practice Issues	_____	_____	_____
Specialty Nurses	_____	_____	_____
Cabinet/Council News	_____	_____	_____
Committee News	_____	_____	_____
District News	_____	_____	_____
Calendar of Events	_____	_____	_____
Actions of the Board	_____	_____	_____
President's Message	_____	_____	_____
House News	_____	_____	_____
About People	_____	_____	_____
News Briefs	_____	_____	_____
Conferences	_____	_____	_____
CE Calendar	_____	_____	_____
Other	_____	_____	_____

5. Would you prefer to receive the **Tar Heel Nurse** ten (10) times a year, instead of six?
   Yes _____ No _____

   *It would cost approximately $10.00 per year to produce these four extra issues, would you be willing to pay this amount?
   Yes _____ No _____

6. **Nurses Notes from the Capital** is published bi-monthly throughout the legislative session and is available by subscription.

   Would you like to receive **Nurses Notes from the Capital** on a regular basis?
   Yes _____ No _____

   *Would you be willing to pay an approximately $6.00 additional in dues to receive **Nurses Notes from the Capital** as a member benefit?
   Yes _____ No _____

7. If you are a member of the Board of Directors, Nominating Committee, ANA Delegate, District President, or Chair of a Structural Unit, are you currently receiving from NCNA the necessary information you need to be an informed NCNA leader?
   Yes _____ No _____

   If no, please list specific information that would meet your needs.

*These costs are not related to the proposed dues increase.

LEGAL UPDATE WORKSHOP

Final plans are in process for the Legal Update Workshop to be held in Winston-Salem, November 16 and 17, 1989. The workshop was developed by the Continuing Education Provider Unit Committee in response to the needs assessments and requests for programs from the membership. A "Legal Update" workshop was presented in 1985 and since that time new issues have arisen creating the need for another "update." The Committee identified the issues of primary concern and planned the workshop accordingly. A brief description of workshop topics and speakers follows.

Nursing liability from a risk management perspective will be presented by Maureen Reynolds, Risk Management Consultant for the North Carolina Hospital Professional Liability Pool. Ms. Reynolds' presentation will include a discussion of scope of practice issues as related to effective risk management.

A major area of concern to nurses right now involves the quality/prolongation of life issue. This will be addressed by Robbie Edwards a nurse attorney with Harrington and Edwards Law Firm. A highlight of Ms. Edwards' presentation will be a mock trial!

What nurse in recent months has not been involved in some way over the issue of unlicensed personnel? Many questions have arisen over the Nurse Aide Registry and massive concern has been shown over the AMA proposal to introduce a new category of health worker; the RCT. Joyce Smyrski, Educational Consultant with the North Carolina Board of Nursing will bring us up to date on this issue of vital concern.

Questions concerning legal rights in relation to AIDS continue to arise and this will be discussed by John Varcley, an attorney with the Division of Health Services.

As numbers of nurses with chemical dependencies continue to increase, guidelines to cover impaired and recovering nurses are being developed. Keith Bulla, Supervising Agent for the Diversion Investigation Unit of the State Bureau of Investigation will address this important issue.

Increasing numbers of questions have arisen from nurses in clinical practice regarding the legal aspects of tissue banking and organ donation. This will be addressed by Judith Williams, Supervisor of the Triangle Office of the Carolina Organ Procurement Agency.

The program will wrap up with a panel discussion entitled "Addressing Issues." In addition to some of the speakers, panel members include Jean Crawford, a nurse administrator, and Dona Caine, a nurse in private practice. A question and answer period will be included.

Program brochures will be mailed to every NCNA member and to schools of nursing and health care facilities. Be sure to register early to avoid paying the late fee. The workshop will be repeated in Greenville on April 5 and 6, 1990. We look forward to seeing you in November!

Continuing Education Offerings approved by North Carolina Nurses Association

07/07/89	21.0	"The Emerging Triad in Lactation Education, Clinical Practice and Research," International Lactation Consultant Association, Toronto, Canada (6131)
07/89	28.8	"Electrocardiography (1) Basic," Pardee Memorial Hospital, Hendersonville, NC (6136)
07/89	1.2	"Antitachycardia Surgery," Memorial Mission Hospital, Asheville, NC (6132)
08/02/89	28.8	Nursing Management Series, Methodist Home, Inc., Charlotte, NC (6129)
08/11/89	4.1	"Prescription Drug Abuse and the Impaired Professional," E. Newton Smith Public Health Center, Fayetteville, NC (6135)
08/22/89	8.4	Psychodynamic Nursing Workshop, Nash General Hospital, Rocky Mount, NC (6141)
08/23/89	15.0	"Teaching Learning Concepts," Nash General Hospital, Rocky Mount, NC (6140)
08/24/89	1.2	"Diagnostic Laparoscopy with Laser and Video," Memorial Mission Hospital, Asheville, NC (6143)
08/26/89	15.0	"Oncology Nursing Certification Review Course," Cancer Center of Wake Forest University, Winston-Salem, NC (6144)
08/89	28.8	14th NCAPA Annual Conference, Wrightsville Beach, NC, (6128)
09/05/89	28.8	"Basic Critical Care: Module A - Professional Issues; Module C - Basic Critical Care," Nash General Hospital, Rocky Mount, NC (6151)
09/07/89	10.4	"Child Health Training Program Update 1989," MCH Training Program, Greensboro, NC (6149)
09/09/89	6.6	"The Magical Child Matures," Deborah Hawes, Taylorsville, NC (6134)
09/11/89	14.4	Clinical Update 1989, Dorothea Dix Hospital, Raleigh, NC (6147)
09/13/89	2.4	"Fetal Alcohol Syndrome: The Infant--The Family," Forsyth County Health Department, Winston-Salem, NC (6146)
09/13/89	7.4	Trivette Memorial Nursing Symposium, "Pediatric Potpourri," Frye Regional Medical Center, Hickory, NC (6154)
09/28/89	1.2	"Rheumatoid Arthritis," Memorial Mission Hospital, Asheville, NC (6157)
09/89	1.2	"Headache: Pain Management," VA Medical Center, Fayetteville, NC (6139)
10/02/89	6.3	"Look to the Future with Nursing Research," Sigma Theta Tau, Davidson, NC (6159)
10/89	14.4	"Hemodynamic Instability--What, How?," Encore Symposiums, Winston-Salem, NC (6130)
11/04/89	15.3	"Pediatric Surgical Patient: Perioperative Management," Encore Symposiums, Winston-Salem, NC (6145)

District Leadership Day

District leaders from across the State gathered in Raleigh for District Leadership Day on August 4, 1989. Most of these leaders were newly elected district officers who came into office in May or June. Only three had ever attended a District Leadership Day before.

Joanne Beckman, Chair of the Constituent Forum, planned the day and established the theme, "Getting Fit for the Nineties." Throughout the day, members of the NCNA Board of Directors and other NCNA leaders presented a broad array of programs focused on the NCNA structure and how district activities relate and contribute to the overall goals and priorities of the association.

The Constituent Forum, composed of district presidents and presidents-elect, met for almost two hours. They discussed several issues that will be coming before the House of Delegates in October. (See related story on page 8.) In addition, members of the Task Force on Legislative and Political Strategies, Cabinet on Government and Health Policy, and Nurse PAC met with the Constituent Forum to begin to develop district strategies for building grass roots support for the Entry Into Practice issue. The Forum voted to have each district implement at least two of the following strategies during the next year:

1. Provide continuous information via forums, news releases, message buttons, and district meetings;

2. Provide means for quick and effective communication with legislators through a telephone tree, letter-writing campaign, telegrams, written or verbal testimony, nurse liaison with each legislator, and attendance at hearings and legislative sessions;

3. Sponsor receptions, build coalitions with other nursing and non-nursing organizations, identify and support nurse candidates, get involved in local elections.

The evaluations for District Leadership Day were excellent. Participants felt they had been given a clear understanding of state and district level activities and, more importantly, a lot of "nuts and bolts" information to bring back to make their district more successful.

Attend
NCNA
Convention
October 25-28, 1989

Call for nominations: ANA 1990 elections

The ANA Nominating Committee is seeking names of suggested nominees from the constituent state nurses associations for the following offices:

President	(elect 1)
First Vice President	(elect 1)
Treasurer	(elect 1)
Board of Directors	(elect 5)
Congress on Nursing Practice	(elect 9)
Congress on Nursing Economics	(elect 9)

To be eligible to serve on the ANA Board of Directors, a person shall hold current membership in a constituent association and not concurrently serve as an officer or director of another organization if such participation might result in a conflict of interest with ANA.

The more specific criteria for selection by ANA Nominating Committee is:

1. Candidate for President should have been a president of a state nurses association or a member of the ANA Board of Directors.

2. Candidates for other Executive Committee officers should have served as an elected member of a SNA Board of Directors or the ANA Board of Directors.

3. Candidate for Board of Directors should have strong organizational experience and/or have shown strong leadership in other nursing arenas.

Calendar for Nominations

Nominees are to be submitted to ANA with a completedconsent-to-serve form by December 31, 1989. Notification of candidates is scheduled for January 29, 1990.

The slate is published in **The American Nurse** by March 1, 1990. Biographical sketches/pictures of candidates are published in **The American Nurse** May, 1990.

A copy of the 1989-90 Manual on Policies and Procedures for ANA Nominations for Election and official consent to serve forms are available at NCNA Headquarters.

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News Briefs

Columbia University School of Nursing and Memorial Sloan-Kettering Cancer Center are offering a graduate nursing program in Clinical Oncology. Applicants must have a minimum of one year's experience in oncology nursing, a B.S.N., a satisfactory score on the GRE or MAT. For more information, contact Marianne Glasel, Director of Oncology Program at 1-212-305-2941.

NAACOG, the organization of obstetric, gynecologic, and neonatal nurses, is accepting proposals from NAACOG members for research grants worth $3,000. Competition is limited to NAACOG members, but a membership application may be submitted with the grant application. Deadline is November 1, 1989. A grant facesheet should be completed and returned with a curriculum vitae and four copies of the proposal. For more information, call Graziella Andriana, at 1-800-533-8822, ext. 2436.

NAACOG has issued a call for abstracts and poster displays of clinical research in obstetrics, gynecologic, and neonatal nursing for presentation at NAACOG's Third Research Conference in July, 1990 in Denver, CO. The conference theme is "Making a Difference in Women's and Infant's Health." Abstracts must be postmarked by November 17, 1989. For more information, call Graziella Andriana, at 1-800-533-8822, ext. 2436.

The **National Nurses in Business Directory** lists 142 nurses nationwide who operate their own health care related business. Types of businesses listed include: consultants, all types of private practice, medical product development, supplemental and home care staffing agencies, computer hardware/software, educational program providers, etc. Copies at $10 may be obtained by writing NNBA, 4286 Redwood Highway, Suite 252, San Rafael, CA 94903.

The California College for Health Science is offering a newly accredited off-campus Master of Science in Community Health Administration and Wellness Promotion. For additional information call 619-477-4800.

Concept Media has updated its **Nurse Patient Interaction** video series and has produced a new set with three separate titles:

1) "Techniques of Therapeutic Communication," 2) "Blocks to Therapeutic Communication," and 3) "Interactions for Study." For previewing or purchasing information, call 1-800-233-7078.

The Arizona Nurse Consultants in Law is a group of 60 registered nurses in Arizona who work in a consulting capacity with attorneys. The organization would like to identify other registered nurses working in this capacity. If you would like information regarding the formation of a National Association of Nurses working in the legal field, call Jane Hanford at 602-257-5479.

The National Center for Youth with Disabilities at the University of Minnesota has produced a bibliography, "Transition from Pediatric to Adult Health Care for Youth with Chronic Illnesses and Disabilities." Copies of this bibliography are available at NCNA Headquarters. The Center also offers an individualized search on any psychological topic related to youth with disabilities and provides a toll-free number (1-800-333-6293) for more information.

The University of Phoenix has established a Center for Nursing Leadership. The Center offers a BSN, a Master of Nursing Administration, and various nursing continuing education courses. All programs are designed specifically for employed registered nurses. For additional information on the Center, call Susan Roe at 1-602-966-9577.

The National Institute of Mental Health has published a new booklet entitled **When Someone Close has AIDS.** It is designed to help caregivers, family and friends understand the psychological and social problems associated with the disease. The booklet is free and can be obtained by writing National Institute on Mental Health, Public Inquiri es, Room 15CO5, 5600 Fishers Lane, Rockville, MD 20857.

The ANA Council on Computer Applications is issuing a call for abstracts which demonstrate computer applications in nursing. Software that has been completed or is ready for beta testing, whether proprietary or shareware, will be accepted. Selected abstracts will be shown at a Computer Demonstration Theatre and Software Exchange at the ANA Convention in Boston. Deadline for submission of abstracts is November 15, 1989. For additional information, call Catherine Foster at 816-474-5720, Ext. 326.

The International Council of Nurses announces its 1990 ICN/3M Nursing Fellows Program. An application form will be sent to each state nurses association in November. Deadline for application is March 31, 1989. ANA will be able to submit only one application to ICN, and SNA's are urged to forward only one applicant.

The American Journal of Nursing Company has released a new video entitled **Implementing Universal Precautions: Managing AIDS in the Operating Room.** Call 1-800-223-2282 for ordering information.

SAFE KIDS, The National Coalition to Prevent Childhood Injury, is promoting the use of bike helmets for children through a National Safe Kids Campaign. Nurses interested in this promotion are asked to call Susan Farrall or Deborah Clark at 1-202-939-4993.

Army Nurse Corp Reservists of the 3297th U.S. Army Hospital from North Carolina and Georgia during their field training exercises at Fort Gordon, Georgia, May 6, 1989. (Second Lieutenant Ron Jandebeur, first on left.)

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Conferences

State

Gamma Iota Chapter of Sigma Theta Tau is sponsoring a one-day workshop on "Nursing Research and the Future" at the Adams Mark Hotel in Charlotte on October 2, 1989. Registration fee is $50 for Sigma Theta Tau members; $65 for non-members; $30 for students. Call Pamela Rudisill at 1-704-371-4148 for additional information.

"Breast Cancer: Current Research, Practice, and Controversy" will be the topic of a one-day conference sponsored by the UNC School of Medicine and Lineberger Cancer Research Center. It is scheduled for October 6 at the Omni Europa Hotel in Chapel Hill. Registration fee is $25. Call Nancy Barnes at 1-919-962-2118 for further details.

"Infant and Pediatric Assessment" will be sponsored by Wake AHEC in the Auditorium (ground floor, Wake Medical Center) on November 1, 1989. Registration fee is $40. For additional information, call Emily Newkirk at 1-919-755-8136.

"The El Camino Experience: The Key is Caring" will be held at the Marriott Hotel, Airport Road in Greensboro, NC, November 1 and 2, 1989. The conference, dealing with recruitment and retention issues, is sponsored by Greensboro AHEC. Registration fee for both days is $50; for November 2 only is $30. Call 1-919-271-4960 for further information.

Regional

The Eleventh Southeastern Conference of Clinical Specialists in Psychiatric-Mental Health Nursing will be held at the DeSoto Hotel in Savannah, GA, October 4-8, 1989. This year's conference is being co-sponsored by the Metropolitan Atlanta Advanced Practice Psychiatric Nurse Group and the Emory University School of Nursing. Registration fee is $225. For additional information write Emory University School of Nursing, 531 Asbury Circle, Atlanta, GA 30322.

The Southern Council on Collegiate Education for Nursing is holding its ninth annual research conference on December 4-5, 1989 in Lexington, KY. The theme is "Nursing Care for Vulnerable Populations." Registration is $125. For more information, write Audrey Spears, Southern Council on Collegiate Education for Nursing, 592 Tenth Street N.W., Atlanta, GA 30318-5790.

National

The Health and Education Council and the National Consortium of Chemical Dependency Nurses is sponsoring six one-day conferences on **The Drug Abuse Patient in the Health Care Setting.** They will be held on September 14 (Boston, MA), September 21 (Long Island, NY), October 12 (Columbus, OH), October 26 (Baltimore, MD), November 16 (Williamsburg, VA), and November 30 (Philadelphia, PA). Cost is $96. Call 1-301-686-3610 for more details.

"Health Policy: Who Cares?" is a one-day workshop being sponsored by the American Academy of Nursing at the Hyatt Regency Downtown in Denver, CO, October 16, 1989. The workshop is being held in conjunction with the Academy's annual meeting and scientific planning session. The program is designed to give nursing's leaders a chance to focus on the role of caring in our national health care policy agenda and propose a direction for the future. Registration is $195. Call ANA Marketing at 1-800-274-4262 for more information.

The American Association of Nurse Attorneys is sponsoring the eighth annual education symposium entitled "Nurse Attorneys: Creating Careers, Shaping the Future." The symposium will be October 20-22, 1989 at the Hyatt Regency in Baltimore, MD. Registration fee is $135 prior to September 21, 1989. Following that date, registration is $145. For additional information call 1-301-752-3318.

The First National **AJN** Conference on Medical-Surgical and Geriatric Nursing will be November 1-4, 1989 at the Hyatt Regency in Chicago, IL. The conference will focus on clinical practice in the hospital, nursing home, or community agency. Registration fee is $275. Call Susan Sloan at 1-212-686-6070 for further information.

The fall bi-annual OB-GYN Update for registered nurses, nurse practitioners, nurse mid-wives, and physicians assistants will be held at the San Francisco Airport Marriott, November 3-4, 1989. There will be two additional programs on November 2 entitled "On a Slippery Slope" and "Dangerous Liaisons." Registration fee, prior to September 30, will be $165 for all three days. OB-GYN Update alone will be $120. After that date, fees go to $190 and $150 respectively. Call Elaine Gonzalenz at 1-408-374-3720 for additional information.

The Association of Nurses in AIDS Care and the Health and Education Council is co-sponsoring the second annual conference for Nurses in AIDS Care November 15-17, 1989 at the Hyatt Regency in Dallas, TX. Registration fee is $240. Group and membership discounts are available. Call the Health and Education Council at 1-301-686-3610 for information.

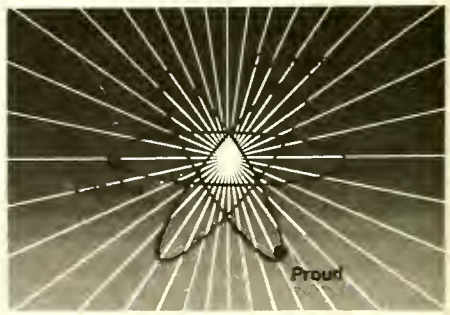
The first annual Nurse Executive Conference will be held at the Hyatt Regency Ravinia in Atlanta, GA, November 16-17, 1989. The conference is being sponsored by the Emory University School of Nursing. Registration fee is $220. For further information call Kristi or Lee at 404-727-7961.

"Assessing Quality in Home Care - Succeeding in a Changing Industry" is being sponsored by the Michigan League for Nursing on November 17, 1989 at the Holiday Inn Fairlane in Detroit, MI. Registration fee is $285 and includes the current edition of **Home Care Standards Manual.** For phone registration or additional information call 1-313-532-4343.

The National Commission on Nursing Implementation Project (NCNIP) will hold an invitational conference entitled "Nursing in the 1990's: The Impact on Costs, Access and Quality of Health Care." It is scheduled for March, 1990 at the Annenberg Center in Palm Springs, CA. ANA has been asked to invite ten non-nurses to the conference. These invited persons could include state governmental officials and staff. In addition, the Chair of the Constituent Assembly will be asked to identify three SNA representatives to attend. For more information on the conference, please call Barbara Redman, ANA Executive Director, at 1-800-444-5720.

MCN, The American Journal of Maternal/Child Nursing is sponsoring its fourth convention entitled "1990: The Dawn of a New Decade for Nursing." The conference will be held at Hyatt Orlando in Kissimmee, FL March 18-21, 1990. Registration fee is $195 until December 10, 1989; $215 until January 20, 1990. After January 20, the fee will be $265. Call Susan Sloan at 1-212-686-6070 for more information.

A National Symposium on Child Victimization entitled "Keepers of the Children" will be held at the Hyatt Regency in Atlanta, GA April 26-28, 1990. The conference is designed for those professionals who serve children and their families. Call Conference Coordinator at 1-202-2939-4960 for additional information.



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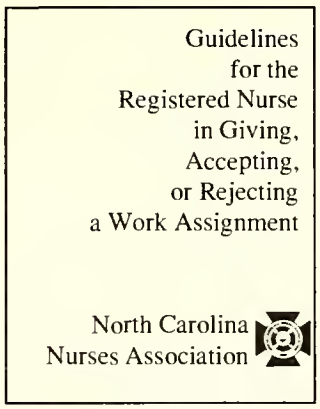
announces two additions to their reference series



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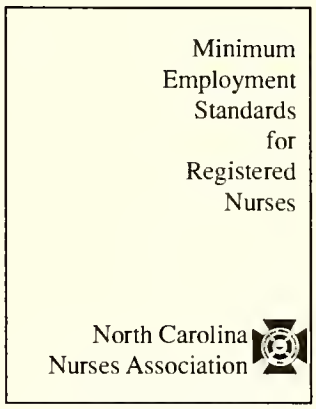

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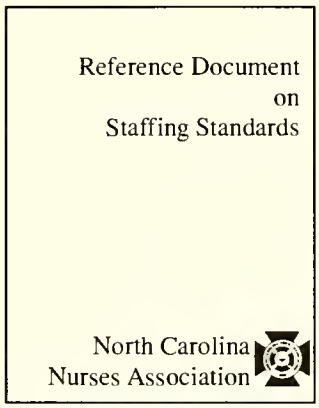

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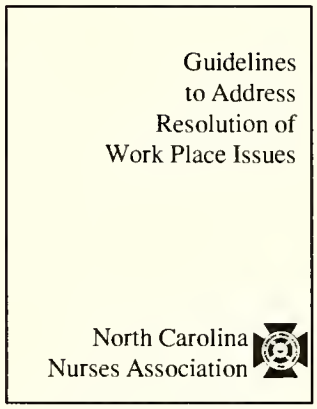

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Important Convention Deadlines

Release of Sheraton Imperial Rooms at reduced convention rates	September 25, 1989
Self-Declarations for NCNA Office	September 25, 1989
Return Date for Council Absentee Ballots	October 1, 1989
PAP Raffle Tickets and Monies Due to NCNA	October 1, 1989
District Dues Incentive Program Ends	October 1, 1989
Five for Free Membership Contest Ends	October 1, 1989
Last Date to Request Statewide Elections Absentee Ballot	October 5, 1989
Return Date for NCNA Statewide Elections Absentee Ballot	October 15, 1989

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Vol 51, No 6 | OFFICIAL PUBLICATION OF THE NORTH CAROLINA NURSES ASSOCIATION | NOVEMBER-DECEMBER 1989

Board of Directors for 1989-1991 Biennium Elected

Left to right: A. Greene, D. Hutchinson, B. Craig, J. Beckman, G. Roberts, L. Ball, P. Fralix, J. Reed, R. Strickland, S. Cromer, L. Wright, G. Johnston, W. Boyette, B. Ferree, and J. Ray

Gale Johnston, MSN, FNP-C, RN, of Raleigh, President-Elect for 1987-1989 assumed her post as President for the 1989-1991 biennium. Ms. Johnston, a nurse practitioner, is self employed and has contracts with three area health institutions. In addition to her leadership role within NCNA, she is a member of the Joint Practice Committee of NCNA and the NC Medical Society and is serving on the Search Committee for a new Dean for the UNC-CH School of Nursing.

Joining Ms. Johnston on the Executive Committee are officers: Sheila Cromer of Thomasville, President-Elect; Wanda Boyette of Clinton, Vice President; Jane Ray of Raleigh, Secretary; and Patti Fralix of Raleigh, Treasurer.

The remaining ten members of the Board of Directors are Joanne Beckman of Durham and Linda Wright of Morganton, Directors; Bette Ferree of High Point, Chair of Cabinet on Constituent Associations; Joy Reed of Raleigh, Chair of the Cabinet on Education and Resource Development; Amanda Greene of Chapel Hill, Chair of the Cabinet on Government and Health Policy; Debbie Hutchinson of Durham, Chair of the Cabinet on Marketing; Rosemary Strickland of Durham, Chair of the Cabinet on Practice; Lynnette Ball of Raleigh, Chair of the Cabinet on Professional and Economic Development; Beverly Craig of Hickory, Chair of the Cabinet on Research; and Gerry Roberts of Brevard, Chair of Constituent Forum.

Sheila Cromer, MS, FPNP, RN, is a nurse practitioner with the Family Planning Clinic of the Guilford County Health Department. She has served as NCNA district president, secretary, legislative chairman and a member of Nurse PAC. She serves on the board of the Coalition on Adolescent Pregnancy and is past president of the Governor's Advocacy Council on Children and Youth.

Wanda Boyette, MA, RN, is the Senior Assistant Administrator at Sampson County Memorial Hospital. She was re-elected to the position of vice president. She has served as NCNA district president, member of the Joint Practice Committee of NCNA and the NC Medical Society, and on the Nominating Committee.

Jane Ray, MSN, RN, is the Coordinator of the Nurse Aide Central Registry at the NC Board of Nursing. Her NCNA activities include the Nominating Committee, Convention Planning Committee, Bylaws Committee and second vice president of her NCNA district.

Patti Fralix, MSN, RN, CNAA, is the Vice President of Nursing and Special Services at Rex Hospital. Ms. Fralix is also president of the North Carolina Organization of Nurse Executives. She was re-elected to the position of treasurer.

Continued on page 2.

NCNA Headquarters will be closed for the Holidays

December 25-27, 1989

January 1, 1990

Perspectives on the 1989 Convention

Joanne Beckman, MSN, RN, is the Director of Quality Assurance Program in Nursing at Duke University Medical Center. She has just completed a two-year term as president of the NCNA Constituent Forum and member of the board.

Linda Wright, MSN, RN is a Nursing Instructor at Western Piedmont Community College. She has completed two terms on the Board of Directors serving as chair of the Cabinet on Education and Resource Development and chair of the Commission on Education. She also has served as president of her NCNA district and secretary of the Council of District Presidents.

Bette Ferree, MSN, RN, is the Optifast Program Director at High Point Regional Hospital. She has served as a member of the NCNA Board of Directors and chair of the Council of District Presidents. She has been president and vice president at the NCNA district level.

Joy Reed, MS, RN, is a Research Specialist with the North Carolina Division of Health Services. She has served as chair of the NCNA Continuing Education Approval Unit and vice chair of the Cabinet on Education and Resource Development.

Amanda Greene, MSN, FNP-C, RN, is a Clinical Nurse Educator at Duke University Medical Center. She has served as co-chair of Nurse PAC, chair of the Nurse Practitioner Spring Symposium, board member and chair of Legislative Committee at the district level.

Debbie Hutchinson, RN, is a flight nurse with Duke University Medical Center. She was re-elected to her position as chair of Cabinet on Marketing. She also is president of the Triangle Chapter of American Association of Neuroscience Nurses and has served as NCNA district treasurer.

Rosemary Strickland, MSN, RN,CS, is a nursing instructor at Durham Veterans Administration Medical Center. She has served as president of the NCNA Psychiatric Mental Health Council and on the Credentialing Committee.

Lynnette Ball, MPA, RN, CNA, is the Director of Critical Care at Rex Hospital. Her activities include NCNA district board of directors, chair of the district Marketing Committee and member of the NCNA Task Force on Nursing Constituencies.

Beverly Craig, EdD, MSN, RN, is a Professor at Lenoir Rhyne College School of Nursing and a nurse researcher at Catawba Memorial Hospital. She has served as vice president and on the Bylaws Committee for her NCNA district.

Gerry Roberts, MSN, RN, is Director of Nursing at Transylvania Community College. She is president of her NCNA district and has also served as vice president and secretary. She is also a member of the Peer Assistance Program Committee. She is a former board member of the North Carolina Organization of Nurse Executives.

Cherry Beasley, MS, RN-C
Staff Nurse

The call came to convene in order to determine the directions for the use of nurses' power in improving the health status of North Carolinians. From all corners of the state, nurses of diverse backgrounds came. We discussed problems that hinder our image as being competent health care providers such as entry into practice, the "already shortage of good nurses," and future membership in NCNA. We debated the issues created by increasing health care needs and rising costs, especially in caring for select populations. We refused to stand with pro-life or pro-abortion groups and chose to stand for reproductive choice for both sexes and choice that begins with education.

These decisions were the result of our increased knowledge of people and their environment; we were **competent**. The issues were ones which we and others had long avoided; we were **confident**. The hours were long and the atmosphere was intense but we struggled to speak with one voice; we were **dynamic**. So now the call to convene has been answered. But the most important question remains, are we competent and confident and dynamic enough to demonstrate our power in the health care arena? Will we use this power to march forward on entry into practice and shortage of nurses issues? Will we stand firm for equal reproductive choice with emphasis on education and pregnancy prevention? Will we take up the banner for patients with special needs and work toward a catastrophic health care bill? The mandates have been declared, the leadership is in place; therefore, may the call now be for action on our competence, our confidence, our energy, or our power is all in vain.

Gale Johnston waits while Joanne Beckman makes point in Thursday morning's Issues Forum.

NCNA members listen intently to presentations at Steering Committee's Open Forum.

Perspectives on the 1989 Convention

Sheila W. Cromer, MS, FPNP, RN
NCNA President Elect

As professionals, each of us has attended many conferences where discussions of medical issues have been stimulating and educational. However, I am sure that few of us, myself included, have experienced many such discussions that challenged our minds while touching our hearts and souls. This convention provided that sensation for many of us. The topic–AIDS.

The AIDS panel provided us education and experience through presentations by nurses who provide care. They shared with us their observations and concerns developed while caring for persons touched by HIV and AIDS, including patients and their families and friends. Professional knowledge gathered and applied only as caring nurses can do. But the Polar Star which guides each of us in our practice is the effect of our concerns on those we touch with our service, and I think that was best shown by those members of the panel who represented those people.

There was Pat, whose brother David died last year as a result of AIDS. She was able to speak to us as a sister and a nurse. It was not how his family cared for David that we needed to hear. Rather, it was how this family viewed us–nurses–and how we provided care for them. Are we to be placed in categories such as "task-oriented" or do we allow our hearts to become involved with families?

There was also Ed, a patient. With unexpected humor, Ed told us about his experiences in caring for his friend with AIDS and was able to give us the chance to see, hear and touch a person with AIDS.

This panel afforded us an opportunity to gather more insight into the problems associated with AIDS–the needs of those with the disease; the needs of their friends, family, and society as a whole; and especially the needs of nurses, both professionally and as close personal friends and family members.

Pat's desire was to extend the 32 years of her brother's life beyond his death, and she is doing that by sharing his story with others. Ed gives all he has to share through tears and laughter. He reminded us that our hands do have healing and that we should not deprive the patient or ourselves of touching. Formal education provides us with technical knowledge. This educational session provided us reality therapy.

President Elect Sheila Cromer

House of Delegates 1989

Members of 1987-89 Board of Directors (l-r): Joan Bounds, Rachel Stevens, Sandra Randleman, Davy Crockett, Linda Wright.

Left to right: Saundra Shay, Debbie Hutchinson, Judy Barnes, Joanne Beckman, Mary Lou Moore.

Donna Marie Keith
First Time Attendee

My first NCNA convention was truly an enlightening experience. I was astonished at the hard work of my peers and how much they accomplish as an organization. There were many opportunities available at the convention for me to become educated about nursing issues and my participation in these programs was greatly encouraged. As an active NCNA member, I appreciated the opportunity to be included in these programs. I also appreciate my peers concerns and helpfulness to me as a first time attendee. The officers of NCNA were very helpful in giving me direction during this convention and their guidance was appreciated.

The introduction of the NCNA convention to newcomers was handled well. I felt secure and my questions were answered. Jo Franklin gave us a great view of the work NCNA has done and Hazel Browning Moore gave us an overall view of the organization. Also the cabinet chairpersons were very helpful in explaining their positions and encouraged the input of all nurses. This was very helpful to me as I'm sure it was for many others.

The convention for me was educational, fun and very rewarding. I will make an effort to attend every year now. Also I encourage all nurses to become an active part of their state nursing organization and support their profession. I feel I have gained a better perspective of "Nursing" as a result of this convention and I thank NCNA for this opportunity.

Perspectives on the 1989 Convention

Dawn Hurst, President, NCANS at UNC-CH

Student Representative

I am writing to thank NCNA for allowing me to attend the 1989 annual convention as a student representative. I feel that attending the convention was one of the best learning experiences that I have had as a student. There were several aspects that were particularly helpful.

First, the Bylaws/Resolutions/Issues Forum discussed issues that were to be brought forward in the House of Delegates. Many of the issues, such as reproductive rights, were controversial and sparked heated discussion in the Forum as well as the House of Delegates. It was interesting to hear the opposing sides of these issues and to try and predict what the attitude of the House of Delegates would be when these issues were brought forward. Often, the attitudes that I had expected were very different than the actual opinions of the House.

As a student, I feel that it is important not only to be aware of the issues, but also to gather data and act on your beliefs. The Forum and the House of Delegates was an opportunity to gather data on the issues facing nursing and to watch experienced nurses act on these issues in the form of resolutions and committee reports. I found many similarities between the NCNA House of Delegates and the NCANS House of Delegates.

Another part of the convention that I particularly enjoyed was the continuing education sessions. There was a variety to choose from and each session was so interesting that the choice was often difficult. The session, "Image Building," by Sally Todd was my personal favorite. She stressed the importance of being professional in your appearance as well as your communication techniques. As a nursing student, I have learned many therapeutic communication techniques. However, I found that I needed to work on my professional communication. This information will be invaluable in interviews and contacts with other professionals later in my career.

Finally, the most valuable part of the convention was all of the nurses and educators that I had the opportunity to talk with. There were so many who were willing to offer advice and share some of their wisdom and experience. I feel very fortunate to have had access to some of the best resources available.

In closing, the convention was a wonderful experience for student nurses. I left the convention with so much pride and enthusiasm for nursing, as well as a vision for the future of nursing. I hope that NCNA will continue to invite the participation of student representatives in the future.

Sandra Randleman, keynote moderator.

Robin Corbett, MSN, RN-C

Career Life Assessment

Where am I going? Where am I headed? Do I have direction for my professional and personal life? As nurses, we have numerous career opportunities and often take advantage of these opportunities by changing jobs or by making lateral moves within our current job. But why do we make such moves? Is it salary, more flexible hours, family responsibilities, a desire to return to school, or management responsibilities–to name a few. As we make changes in our jobs, does this change advance us toward our professional and personal goals? Or is the salient question, have we established goals for our professional and personal lives?

At this convention participants had the unique opportunity to take an objective look at their lives and careers and discuss their direction with a nursing leader. To initiate this process, the participant defined their personal vision of success which included family, relationships, health, career and finances. After reviewing this "vision," the participant selected two futuristic goals–a life goal and a career goal. These goals were further clarified in regard to: is it realistic? can I obtain it? do I possess the skills and abilities? what are obstacles that must be addressed? do I possess the time and energy to achieve these goals? After completing the goal portion, the participant next listed and set midpoint and final target dates. Finally, specific strategies were developed to achieve the goals within the plan.

The facilitators then reviewed this plan and advised the participant of its strengths and weaknesses and helped them to clarify their strategies and goals. Thus–a Beginning Career Life Plan–direction for your professional and personal life! What a unique opportunity to include in the 1989 convention!

Keynote panelists enjoy a light moment. Left to right: Sandy Shugart, Josephus Mavretic, John Glasson, and Warren Ganong. Panel members not pictured: Dianna Aideuis and Barbara Small.

Perspectives on the 1989 Convention

Connie Flynt Mullinix, RN, MPH, MBA

Convention was such a bargain! I found myself asking Pat Bryan, the NCNA Administrative Assistant extraordinaire, what other monies I owed for the meals. She kept assuring me that my registration fee covered the convention program and the food. By my calculations, after paying for the food, there should have been $20 left for the program. Yet, the program reflected variety and depth.

Convention was so welcoming. I had been away from North Carolina for twelve years. This fall's NCNA Convention was my first activity after returning to the state. The orientation session for first time convention goers provided the needed update on the structure, officers and activities of the association. Additionally, students were both invited to attend and recognized. Staff, officers and delegates spent time explaining events and issues so that future nurses could feel a part of the profession.

Convention attendees dealt with the health of the population. Delegates approached the issues of AIDS, Migrant Health Care, Reproductive Choice, and Financing of Health Care. The nursing shortage was appropriately labeled as a distraction from the business of care giving.

Convention was fun. We recognized our expert nurses with awards. We took time out from caring to celebrate outstanding individual and collective accomplishments.

Convention was missed! It was not possible to do it all. I did not see Hettie Garland talking about the convention on Channel 5 TV. I did not visit every booth in the exhibit hall. I missed talking with a few friends and could not attend simultaneous sessions. However, I did do a lot!

Convention was my event to reenter the society of North Carolina nurses. Thank you!

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AIR FORCE

Actions of the 1989 NCNA House of Delegates

The 1989 NCNA House of Delegates approved main motions addressing a variety of professional and health care issues. These included the following:

On the issue of future membership in the organization, the association's voting body took action to provide direction to North Carolina delegates to the American Nurses' Association House of Delegates by endorsing the concept of membership of both the registered nurse and the future associate nurse.

- With regard to public policy as it relates to AIDS, the House of Delegates adopted the position that, at this time, education in HIV (human immunodeficiency virus) prevention and the use of universal blood and body fluid precautions as provided in the Centers for Disease Control Guidelines are effective strategies in protecting the public and health care providers from contracting the HIV virus, and, further, the House adopted a position to oppose mandatory HIV testing as a condition of employment or access to health care.
- On the issue of reproductive health and availability of health care choices to all consumers, the voting body directed the NCNA Board of Directors to oppose any restriction of reproductive choice through:
  - support of legislation which protects the individual right and freedom of reproductive choice,
  - support of legislative actions which emphasize prevention of pregnancy and support alternatives to abortion especially in the areas of education, counseling and adoption,
  - support legislation which protects the right for consumer access to safe health care in a safe environment, and
  - opposition to legislation which incorporates health care discrimination because of consumer income and/or limitation of availability of services.

- In addition, the House of Delegates took the following actions:
  - Directed the NCNA Board of Directors, Cabinet on Government and Health Policy and the Cabinet on Practice to consider development of a social policy statement addressing the protection of populations vulnerable to sexual disease and abuse.
  - Directed that NCNA facilitate collaborative efforts between institutions providing nursing care and nursing education programs in academic institutions to effectively provide care for present and future citizens of North Carolina.
  - Directed the Board of Directors to send a letter of support to the Kentucky Nurses Association to express NCNA's commitment to assist in blocking the establishment of the registered care technologist role in Kentucky and any other state.
  - Directed the Board of Directors to send a letter of support and concern to the South Carolina Nurses Association and the California Nurses Association expressing willingness to be of assistance in the aftermath of the natural disasters which caused such disruption and loss of life.

With regard to bylaws, the 1989 NCNA House of Delegates approved all bylaw amendments as published in the July/August issue of the **Tar Heel Nurse**. These provisions will (1) add the term "handicap" to two sections of the NCNA bylaws, indicating that membership in the association shall not be restricted on the basis of handicap and (2) allow increases in ANA dues to be added to the individual member's dues assessment.

Family Nurse Practitioner

The Richmond County Health Department is recruiting a Family Nurse Practitioner. Minimum education and experience: graduation from a Nurse Practitioner Program. Must be licensed as a registered nurse by the Board of Nursing and "approved to perform medical acts" by the NC Joint Subcommittee of the Board of Nursing and the Board of Medical Examiners. Prefer at least one year experience in adult, maternal/child care, and family planning medical practice. Will work in all clinics on rotating basis. Primary responsibilities include providing medical assessments. Salary range $23,988 to $31,788 per year. Send applications (State Form PD 107) to: Pam Smith, Nursing Supervisor, Richmond County Health Department, P. O. Box 429, Rockingham, NC 28379. Applications will be accepted until position is filled.

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1989-1991 NCNA Legislative Platform

The North Carolina Nurses Association endorses legislation and regulatory authority to:

- Protect the public through maintenance of a strong Nursing Practice Act and through authority for the Board of Nursing to regulate the practice of nursing and to set standards for nursing education programs.
- Protect the rights of patients and their families to safe, affordable, and accessible health care.
- Allow consumers direct access to the qualifiied health care provider of their choice by removing barriers restricting consumer choice.
- Provide for adequate health care to populations with recognized special needs.
- Protect the right of citizens to a safe, health environment.
- Improve the work environment, the economic base, and the professional and legal status of nurses.
- Strengthen opportunities for individuals to achieve the educational preparation essential for competent nursing practice.
- Provide expertise on health care issues by inclusion of qualified registered nurses on advisory and policy-making bodies.

Approved by 1989 NCNA House of Delegates.

House of Delegates

1989-1991 Priorities and Goals

Purposes:

A. The purposes of NCNA shall be to:

1. work for the improvement of health standards and the availability of health care services for all people in North Carolina, and

2. foster high standards of nursing, and

3. stimulate and promote the professional development of nurses and advance their economic and general welfare.

B. These purposes shall be unrestricted by consideration of nationality, race, creed, religion, lifestyle, color, sex, or age.

Priorities and Goals

Priority: To increase and broaden NCNA's membership base.

Goal: Represent 10,000 of the state's registered nurses.

Goal: Increase the retention of present members.

Goal: Increase staff nurse representation.

Goal: Stimulate and facilitate leadership growth at the "grassroots" level.

Goal: Increase representation of minority nurses.

Priority: To implement an action plan to achieve two levels of entry into nursing practice.

Goal: Reach nursing consensus on the entry level.

Goal: Refine the scope of practice for the two future levels.

Goal: Prepare a legislative agenda.

Goal: Form coalitions to assist in implementation.

Priority: To be a proactive and visible spokesperson for nursing in establishing health policy and in addressing nursing practice issues in order to improve the health care of North Carolina citizens.

Goal: Maintain a strong, viable legislative program.

Goal: Increase the involvement of RN members of policy-making boards, committees, etc.

Goal: Establish a statewide health project which strives to positively change the lives of fellow North Carolinians.

Goal: Promote excellence in nursing practice and recognition of credentials for advanced practice.

Goal: Maintain a strong Nursing Practice Act.

Priority: To promote activities which result in an adequate number of nurses prepared to meet the health care needs of North Carolina citizens.

Goal: Support and participate in recruitment efforts to attract more individuals into nursing.

Goal: Promote participation and excellence in continuing education for nurses.

Goal: Support and participate in retention efforts.

Goal: Promote continued funding of nursing education and recruitment/retention efforts.

Priority: To advance the professional and economic status of nurses commensurate with their professional responsibilities.

Goal: Promote the appropriate utilization of RN's according to their education, experience and specialization.

Goal: Promote recognition, advancement and appropriate economic rewards for nurses.

Priority: To support the advancement of peer assistance for the impaired nurse.

Goal: Establish increased financial support for the peer assistance program.

Goal: Continue to strengthen the relationship with the NC Board of Nursing to include developing a referral process.

Goal: Facilitate an open working relationship with significant target groups whose decision-making impacts impaired nurses.

Goal: Be a model for other nursing communities in establishing programs to assist impaired nurses.

Priority: To stimulate the utilization of nursing research as the basis for the improvement of nursing practice.

Goal: Encourage participation in nursing research.

Goal: Disseminate information about and/or findings from nursing research.

Goal: Educate nurses regarding the uses of nursing research.

Nurse Practitioner Spring Symposium

celebrating the

Twentieth Anniversary of the Nurse Practitioner Movement in North Carolina

April 19-21, 1990

Coast Line Convention Center **Wilmington, NC**

The Symposium is open to all health care professionals.

North Carolina Board of Nursing Election Results

Patricia A. Chamings
Nurse Educator

Marie Robeson
Hospital Nursing Service Director

Cheryl R. Rachels
Nurse Approved to Perform Medical Acts

House of Delegates

Resolution on the Value of Nursing Education

WHEREAS, The American Nurses' Association and the North Carolina Nurses Association have gone on record that nursing education should take place in institutions of higher education; and

WHEREAS, Recent media coverage has emphasized cost differences among nursing education programs; and

WHEREAS, Success of nursing programs has been discussed primarily in terms of passing the NCLEX licensure examination which is the minimum expectation for safe beginning practice; and

WHEREAS, The public remains insufficiently aware of nursing as a career and the significant knowledge base needed to practice at various levels within nursing; and

WHEREAS, A precedent has been set by the North Carolina Legislature by giving degree granting authority to non-academic institutions, thereby posing potential problems to their graduates wishing to pursue higher education; therefore, be it

RESOLVED, That the North Carolina Nurses Association collaborate with the North Carolina Board of Nursing to clarify to the public the nature of the NCLEX examination; and be it further

RESOLVED, That the North Carolina Nurses Association compare and contrast for the public the difference in nursing education in academic and non-academic settings; and be it further

RESOLVED, That the North Carolina Nurses Association support efforts to ensure adequate access to and quality of educational programs **only** in academic settings for associate, baccalaureate, and graduate degrees in nursing.

Resolution on Housing and Health Care for Migrant Workers

WHEREAS, No action was taken on Senate Bill 703 and Senate Bill 393 during the 1989 session of the General Assembly and similar legislation is likely to be considered in the short session of the North Carolina legislature in 1990; and

WHEREAS, Migrant workers provide a necessary labor force for numerous agricultural and other industries, and there are approximately 1,000 known migrant camps within North Carolina; and

WHEREAS, Migrant workers are recognized as part of the functional and productive workforce in North Carolina; and

WHEREAS, Many migrant camps within North Carolina have inadequate housing, sanitation, and other protective health services; and

WHEREAS, Many migrant workers in North Carolina are living in poverty and have inadequate resources to meet their needs for housing and health care; therefore, be it

RESOLVED, That the North Carolina Nurses Association supports legislation and regulatory provisions which improve housing and health care available to migrant workers; and be it further

RESOLVED, That the North Carolina Nurses Association advocate that appropriations to the Migrant Health Care Funds and Migrant Housing Funds be increased and made available to all migrant workers throughout North Carolina.

Resolution to Improve Health Care Services to Indigent Women and Children

WHEREAS, Some of the major problems affecting the citizens of North Carolina are infant mortality and health services to women and children; and

WHEREAS, Many North Carolinians living in poverty do not qualify for Medicaid; and

WHEREAS, The Medicaid program is one means of providing health care to low income persons; and

WHEREAS, In the past, Aid to Families with Dependent Children (AFDC) benefits have not kept pace with inflation, and

WHEREAS, The North Carolina General Assembly has approved an expansion to 150% of the federal poverty level for pregnant women and infants and 100% of the federal poverty level for children up to age six; and

WHEREAS, In North Carolina, births to women who are at high sociodemographic risk have an infant mortality rate twice that for women of low risk; and

WHEREAS, Many births to high risk women are the result of unintended pregnancy and can be averted by family planning methods; and

WHEREAS, Women at high medical risk because of such conditions as diabetes and hypertension and behavioral risks such as smoking, alcohol and drug use and substance abuse benefit from health services; therefore, be it

RESOLVED, That the North Carolina Nurses Association support efforts for expansion of Medicaid coverage to additional pregnant women and children, and be it further

RESOLVED, That the North Carolina Nurses Association support continued family planning services to residents of North Carolina as a crucial part of decreasing infant mortality, and be it further

RESOLVED, That the North Carolina Nurses Association support preconceptional health care services to women and families of North Carolina.

House of Delegates

Control of Infectious and Biomedical Wastes

WHEREAS, A safe and healthy environment is of paramount importance to continued societal development and progress;
and

WHEREAS, Storage, transportation and disposal of infectious and biomedical wastes constitute environmental, health, and aesthetic problems that are not adequately controlled by existing federal or state regulation; and

WHEREAS, Careful management of infectious and biomedical wastes is essential and desirable to protect the public and to minimize environmental degradation caused by inadequate treatment or inappropriate disposal methods; and

WHEREAS, Industries which generate infectious and biomedical wastes should be accountable in a timely and appropriate manner for the storage, transportation, and disposal of infectious and biomedical wastes; therefore be it

RESOLVED, That the North Carolina Nurses Association support legislation to regulate the storage, transportation and disposal of infectious and biomedical wastes; and be it further

RESOLVED, That the North Carolina Nurses Association support legislation for environmental health services and programs.

AIDS

WHEREAS, AIDS is a major health care problem for which comprehensive health policy is yet to be developed; and

WHEREAS, A major focus for combating the AIDS epidemic is education of the public; and

WHEREAS, The public at large continues to have a knowledge deficit related to AIDS; and

WHEREAS, Legislators who are educated about issues related to AIDS can be stronger advocates of appropriate legislation; and

WHEREAS, Nurses are assuming more active roles in developing health policy; therefore, be it

RESOLVED, That the North Carolina Nurses Association's constituents develop a mechanism to maintain an ongoing awareness of the AIDS crisis in that community, and be it further

RESOLVED, That the constituent associations undertake activities deemed appropriate by that constituent to positively impact the AIDS crisis in that community.

Resolution to Promote Nurses and Women for Elected/Appointed Office

WHEREAS, Women comprise over fifty percent of the adult population of North Carolina; and

WHEREAS, There are over 53,000 registered nurses in North Carolina and approximately ninety-five percent of these nurses are female; and

WHEREAS, Over 300 legislative proposals were submitted to the 1989 General Assembly that had potential for impact on the practice of nursing and on the health, safety, and welfare of the general public; and

WHEREAS, The contributions made by the nursing profession to the management of health care issues has heightened public awareness of nursing and increased its visibility; and

WHEREAS, The opportunities for nurses to have an impact on the legislative, health policy development and political processes is greater than ever before, therefore, be it

RESOLVED, that the North Carolina Nurses Association promote efforts within North Carolina to identify and support nurses and women who would be effective appointed and elected officials.

Resolution To Encourage Congress to Rewrite The Catastrophic Medicare Bill

WHEREAS, The elderly population is steadily increasing and citizens are living longer and may need catastrophic care; and

WHEREAS, Many older citizens do not qualify for Medicaid but still are attempting to survive on a low income and no other health insurance; and

WHEREAS, Members of the younger population who become disabled workers and become eligible for Medicare may need catastrophic care; and

WHEREAS, Some members of the select group of senior citizens designated to fund the previous bill may have coverage by a former employers' health care plan; and

WHEREAS, Congress has proposed the deletion of Part B Medicare benefits or increasing the maximum out-of-pocket expenses each participant will incur on medical and drug costs and catastrophic care to be available by subscription only; therefore, be it

RESOLVED, That the North Carolina Nurses Association encourage ANA to continue to lobby Congress to rewrite and pass a catastrophic Medicare bill that will cover the acute care as well as long term care needs of senior citizens and disabled citizens.

Legislators of the Year

Senator Marvin Ward and Representative Martin Nesbitt were honored at the Awards Banquet for their role in the successful passage of all five bills introduced by the Legislative Study Commission on Nursing. These two legislators served as co-chairs of the Commission and sponsors of the bills in their respective houses.

Unfortunately, neither was appointed to the newly formed Study Commission.

Senator Marvin Ward

Representative Martin Nesbitt

Nurse PAC prepares for 1990

The new theme for Nurse PAC for the 1990's is "Nurses can make a difference in the politics of health care." With the primary elections only six months away, Nurse PAC will begin interviewing candidates in targeted races in February with endorsements expected in early April. Nurse PAC needs nurses who are willing to call on candidates in their district, discuss with them the NCNA health care agenda, and find out where these candidates stand on our issues. Plans are underway for an interviewer training session to be held in January.

Nurse PAC would also like to hear about races in your district. Background information on the candidates is extremely helpful when conducting an interview. The only way the Committee can make informed endorsements is by getting specific information about all candidates.

The Committee has also begun to solicit contributions of both money and time. If you would like to participate with this election process, please return the form at the bottom of this page.

Yes, let's make a difference in the politics of health care.

Basic Contributor	$ 25
Basic Contributor Plus	$ 35
Silver Contributor	$100
Gold Contributor	$200
Life Contributor	$500
Other Contributions	$_____
Amount Enclosed	$_____

Nurse PAC has several activities that might be of interest to you. Please mark areas in which you would like to receive additional information.

- ☐ Candidate interviewer
- ☐ Gathering background information on candidates
- ☐ Working in endorsed candidate's campaign:
  - ☐ Typing
  - ☐ Stuffing envelopes
  - ☐ Speaking
  - ☐ Sponsoring campaign functions

Name_____

Address_____

City_____ State_____ ZIP_____

District Three Cashes in RJR Stock

Editors Note: For the past several months, our members have been hearing about District Three's inheritance of RJR stock. Beverly Barnette, President of District Three, has submitted the following article about the stock purchase.

In February of this year, District Three had the pleasure of selling **900** shares of RJR Nabisco stock at almost $100 per share. Most of you are familiar with the KKR buy out requiring stock holders to either tender or sell their stock. District Three Board of Directors made the decision to sell the stock and then reinvest the funds. That was no simple task, but was accomplished before the deadline.

How did District Three receive all this stock? For many years the most prevalent story was that a nurse left the district RJR stock in her will. The Board didn't even know who she was or when she was a member. Since we were discussing establishing a scholarship in her name, we needed to look through the district archives for her name and any other pertinent information.

What the records produced was information on a number of nurses who had purchased stock for the district in the 1930's. That was during a period of time when the world generally did not think that women had such financial and business wisdom. **But, they did!** In 1931 Miss Carolyn J. Miller, Vice President, purchased 30 shares for the Winston-Salem district. Eight more shares were purchased in 1937 by Leatha Boheler and more in 1940. Another undated record indicates that 45 shares were transferred. (This might have been done in 1945 by Bettie Boise, President, and Dorothy Cheshire, Treasurer.) Obviously, our very wise "forenurses" bought a small amount of stock that split several times during those 58 years to yield the 900 shares.

We appreciate these nurses for taking "stock in our future" and once again I am proud to be a nurse.

Constituent Forum News

Left to right: Rachel Funderburk, Gerry Roberts, Pat Stevens, and Jinny Sullivan.

Gerry Roberts, MSN, RN, President of District One is the new Chair of the Constituent Forum. Gerry is the Director of Nursing at Transylvania Community College. She has served during the past biennium on the Peer Assistance Program Committee and the Cabinet on Professional and Economic Development. As Chair of the Constituent Forum, Gerry is a member of the NCNA Board of Directors.

Rachel Funderburk, MA, BSN, CNA, has been elected Vice Chair. She is the Director of Nursing at Grace Hospital in Morganton and President of District Two. She has been a member of the Cabinet on Marketing and an alternate delegate to the ANA House of Delegates for the last two years.

Pat Stevens, BSN, RN-C, is the newly elected Secretary. She is President of District Thirty-Four and has been very active at the district level for many years. Pat is the Nursing Administrator at Catawba Memorial Hospital in Morganton.

Jinny Sullivan, MSN, RN,CS, has been elected representative to the Cabinet on Constituent Associations. She is President of District Five and has been Chair of the CE Provider Unit and served on both the Cabinet on Education and Resource Development and the Cabinet on Research during the past biennium. Jinny is a partner and clinical specialist with Adaptive Counseling Services in Charlotte..

Report of Convention Constituent Forum Meeting

The convention meeting of the Constituent Forum was held from 9:00 am to 3:00 pm on October 25, 1989. Presidents and presidents-elect from 29 districts were in attendance.

During the afternoon session, Davy Crockett, Chair of the Cabinet on Constituent Associations presented each district with a copy of the District Resource Manual that the Cabinet had put together during the past biennium. Districts will be able to buy additional copies or specific sections of this manual.

District Dues Incentive Program

Thirteen districts were winners in the District Dues Incentive Program. These districts had increased their membership by at least ten percent from October 1, 1988 to October 1, 1989.

Debbie Hutchinson, Chair of the Cabinet on Marketing, distributed the checks at the Awards Banquet on Friday, October 27, 1989.

Membership increased 271 during the period of the contest. The NCNA Board of Directors agreed that the Dues Incentive Program was cost effective and would like to see it continued during the next year.

The 13 winning districts and their president's are:

District 2/**Rachel Funderburk**	$140
District 6/**Bonnie Hill**	$ 90
District 9/**Jean Regan**	$340
District 15/**Cherry Beasley**	$ 50
District 16/**Debra Walters**	$ 70
District 21/**Beth Wagner**	$120
District 25/**Ruth Graham**	$ 30
District 26/**Dorothy Wood**	$150
District 28/**Mary Sugg Styres**	$ 30
District 31/**Rebecca Milks**	$100
District 33/**Donnye Rooks**	$ 30
District 34/**Patricia Stevens**	$160
District 35/**Jenny Koinis**	$110

Eleven districts receiving dues incentive checks.

Actions of the Board

At meetings on September 15 and October 24, the NCNA Board of Directors took the following actions:

- Received information about a meeting where a topic of discussion was the role of the EMT in acute care settings.
- Endorsed main motions developed by the Cabinet on Professional and Economic Development dealing with AIDS and Reproductive Rights to be presented to the 1989 NCNA House of Delegates.
- Developed a main motion to present to the 1989 NCNA House of Delegates regarding the issue of future membership in the organization.
- Received updates on projects funded by the $30,000 legislative appropriation.
- Received a report that Diane Fogleman has been appointed to the State Advisory Council on Occupational Health and Safety.
- Received a report from a NCNA advisor to the North Carolina Association of Nursing Students (NCANS) and discussed the role of NCNA with regard to NCANS.
- Voted to contribute $50 to the NCANS Nursing Student of the Year Scholarship Fund.
- Received reports from the Finance Committee regarding a request from the PAP Committee, information pertaining to previous and current financial statements and the reinvestment of funds in the Prudential Bache Account.
- Approved the budget format for 1990 to be implemented using the DacEasy Automated Accounting System, received reports on the progress of development of the 1990 budget and gave direction to the Finance Committee on revenue and expense adjustments to balance the 1990 budget proposal.
- Voted to allocate $3,500 from the Building Fund for the purpose of resurfacing the parking lot at the NCNA headquarters building.
- Approved policy recommendations made by the Finance Committee.
- Voted to participate in the membership incentive program approved by the 1989 ANA House of Delegates.
- Approved policy recommendations from the Ad Hoc Committee on Policy Review.
- Received a report on the accreditation of NCNA as a continuing education approver and provider.
- Recommended NCNA members for appointment to work groups being developed in the Division on Aging regarding home and community care.
- Agreed to nominate Beverly Malone for ANA elective office and to nominate Frank Moore for the ANA Congress on Nursing Economics; to endorse North Carolina candidates for ANA council office elections, to nominate NCNA members to the ANA Committee on Committees for appointment to the Committee on Credentialing, the Delegate Credentials Committee and the American Nurses' Foundation Board of Trustees; and to forward the nomination of an NCNA member to the Council of Community Health Nurses for appointment to the School Nurse Subcommittee of the Committee of Examiners for Certification in Community Health Nursing Practice.
- Made appointments to the North Carolina Association of Public Health Nurse Administrators Committee on Education and Practice.
- Approved the presentation of Certificates of Commendation at the 1989 NCNA convention.
- Approved the Adams Mark Hotel in Charlotte as the site for the 1991 NCNA convention and Greensboro as the location for the 1992 convention.
- Viewed the revised marketing video developed by the Cabinet on Marketing and received information and options for development of public service announcements (PSAs). Voted to develop a video montage with music for the PSA format.
- Approved, with minor modifications, a fact sheet on credentialing in nursing developed by the Committee on Credentialing to be distributed initially at the 1989 NCNA convention.
- Reviewed a document developed by the Cabinet on Research, "Mentoring and Facilitating Network."
- Approved by consensus a statement developed by the Task Force on External Constituencies, "Rationale for Standardization of Nursing Education for Two Levels of Entry into Nursing Practice."
- Made recommendations for the 1990 ANA national award competition.
- Agreed by consensus to forward a nomination to the North Carolina Council on the Status of Women for the annual Distinguished Women of North Carolina Awards.
- Received a report about action of the Board of Nursing regarding interpretive statement, "Delegation of Nursing Activities by the RN and LPN."
- Agreed by consensus to send a letter of commendation to the Steering Committee of the Great 100.
- Revised policies on employee compensation and approved salary scales for all staff positions.
- Voted to officially respond in writing to the appropriate bodies expressing NCNA's concerns regarding the precedent being set by non-degree granting institutions awarding educational degrees in nursing.
- Received a report regarding a recent meeting between representatives of the University of North Carolina General Administration, NCNA President Jo Franklin, President-Elect Gale Johnston and Executive Director Hazel Browning Moore.
- Agreed to develop a mechanism to bring before the 1989 NCNA House of Delegates a statement attesting to the value of both associate and baccalaureate education and the value of developing educational access.
- Received an efficiency report from the executive director regarding the impact of equipment purchases made during spring 1989 and current office needs for equipment and personnel to optimize efficiency and better serve the needs of the membership.
- Directed the executive director to consult with legal counsel regarding copyright laws and ownership of data generated in studies supported by association funds.
- Received reports on plans for the 1989 NCNA convention.
- Received a report from the Cabinet on Government and Health Policy regarding appointments to legislative study commissions and committees.
- Voted to postpone to January, 1990 action on a request from the Cabinet on Marketing for approval of a nurse appreciation card contest.
- Received a report from the Cabinet on Marketing regarding outcomes of the District Dues Incentive Program and the Five for Free Program.
- Received reports from the PAP Committee on the acceptance of the first nurse self referrals into the assistance phase of the program.
- Voted to remove all PAP fund raising profits from the NCNA general operating fund and place it in a separate NCNA account designated for PAP, clarifying that this action would not alter existing NCNA policies and procedures for committee actions and programs.
- Received a report of the September Roundtable Meeting.

Convention News

President's Message

Dear Friends and Colleagues,

I have written this president's message at least a dozen times in my head over the past two years. There is so much that I want to share with you: excitement over this wonderful opportunity to be your president; belief in and commitment to the philosophy and priorities of this organization; wonder at the challenges and options which lie ahead. I want and need your help to make this biennium a time in our history of which we can all be proud.

The 1989 convention was a huge success! The educational sessions were stimulating; campaigning was vigorous; and the House of Delegates debated some tough issues in an eloquent and sophisticated manner. Although we may not agree 100% with every decision, I believe we **must** applaud our willingness to take positions on important issues.

By the time you read this, your newly elected Board of Directors will have had its retreat and made its first steps in becoming a cohesive work group. Cabinet and committee chairs and members will have completed an orientation to their new roles. The 1990 budget will be approved. Our true craftsmanship will then begin. I believe that NCNA is going to be increasingly challenged to resist the lure of comfortable or reactive decision-making. We must become not only proactive, but futuristic in our thinking. I see great things on the horizon for nurses and nursing—which is to say NCNA. Please be generous with your ideas and energy as we enter not only a new biennium, but a new decade. I look forward to all the challenges both have to offer.

Gale Johnston

Seventeen members win Five for Free award

Fourteen of the seventeen winners are shown above.

The seventeen winners of the annual Five for Free contest brought in 110 new members. **Davy Crockett**, District 21, and **Betsy Payne**, District 9, each brought in 11 members. They were able to attend the 1989 NCNA convention free and will be given a year's free membership.

Other winners received their choice of either a free convention or free membership. These winners are: **Sheila Arrington**, District 3; **Joanne Beckman**, District 11; **Rhonda Evans**, District 12; **Rachel Funderburk**, District 2; **Dana Hickman**, District 11; **Debbie Hutchinson**, District 11; **Mary James**, District 14; **Bonnie Johnson**, District 5; **Rebecca Milks**, District 31; **Gerri Pendell**, District 11; **Jean Regan**, District 9; **Sylvia Scally**, District 14; **Frostenia Smith**, District 8; **Pat Stevens**, District 34; and **Libba Wells**, District 11.

Karen Revicki receives Individual Membership Award

Karen Revicki has been District 13 membership chairman for the past two years. During her tenure, she initiated name cards with NCNA logo to be sold to NCNA members for use when calling on legislators or other persons. She challenged Districts 11 and 5 to a membership contest between the three districts. (District 13 won the contest for 1988.) She appointed greeters and has a system of member callers who offer new members a ride to meetings or remind others when their membership has expired.

Karen Revicki

Happy Holidays

Nurse of the Year

Nurse Researcher

Jo Ann Dalton, EdD, MS, RN
Durham

Dr. Dalton was cited for all of her work, but particularly for her work on the assessment and management of pain in cancer patients. Her work is an outstanding blend of academic research and practical application. She developed methods both for determining the levels of pain and helping patients, nurses and physicians manage that pain. She has also done work on teaching nurses methods of counseling people to stop smoking, which is being implemented in a pilot project at Highland Hospital in Asheville.

Nurse Educator

Mary G. James, MSN, MEd, RN
Fayetteville

Currently serving as Dean of Health Programs at Fayetteville Technical Community College, Ms. James has been noted for her dedication to nursing education. She views education as a life long process and has instilled this perspective in her students and colleagues. She has also managed to devise a variety of ways to combine classroom education with practical hands on learning. Ms. James is also a leader in a number of professional organizations including the North Carolina Nurses' Association, the American Nurses' Association and the National League for Nursing.

Community Health Nurse

Mary T. Thomas, RN
Fayetteville

Mrs. Thomas retired this spring after having been a community health nurse since 1957, and Director of Nursing for the Cumberland County Health Department since 1977. She is known for her dedication to her patients. Under her leadership, the Cumberland County Health Department developed one of the largest and most comprehensive programs for SSI recipients and tracks high risk infants. She was a strong advocate for home visits and saw and understood her patients as part of a total community.

Gerontological Nurse

Betty W. Mauney, RN
Mooresville

Ms. Mauney is the Director of Nursing Services at Sharon Towers in the Presbyterian Home at Charlotte, a position she has held since 1973. She has been a registered nurse for twenty-nine years and a gerontological nurse for twenty-six. She is being recognized for her commitment to her patients and their families, the nursing profession and particularly gerontological nursing. She is known for her dedication to ensuring that her patients have independence, mobility and dignity.

Maternal Child Health Nurse

Donna Marie Keith, RN
Raleigh

Ms. Keith received the award for her work with pregnant women, particularly those at high risk for difficult pregnancy, labor and delivery. She has a strong commitment to the "whole" patient, dealing with their physical, psychological, and spiritual needs, as well as those of their family and friends. In addition, she has encouraged other nurses to regard all patients in the same way and expand their knowledge and professional involvement.

Maternal Child Health Nurse/March of Dimes

Cheryl Ann Thornburg, MSN, RN
Charlotte

Ms. Thornburg's career has been dedicated to the health and well-being of children, pregnant women and pregnant adolescents. She served as the Sudden Infant Death Syndrome Counselor for Lincoln County, organized support groups for pregnant adolescents, and lobbied for programs to ensure the birth of healthy babies. She has been named to **Who's Who in Nursing** and serves as the President of the Board of Directors of the Hospice of Lincoln County.

Medical Surgical Nurse

Jeanette McHone, RN
Winston-Salem

Ms. McHone is the Surgical Coordinator for Patient Education at the North Carolina Baptist Hospitals in Winston-Salem, a position she has held since 1978. She is known for her work on ensuring that patients and their families have the information and education necessary to encourage a quick return to health and her efforts to control health care costs, to the benefit of both patients and the institution where she works.

Hazel Moore and Pat Bryan

Pat Bryan honored for twenty years of service to NCNA

Nurse of the Year

Nurse Practitioner

Jimmie K. Butts, FNP, RN Raleigh

Ms. Butts became a registered nurse in 1957 and a family nurse practitioner in 1976. She served as a member of the North Carolina Legislative Committee on Medical Cost Containment from 1983 to 1984. She is now the manager of the Health Care Center at the SAS Institute in Cary, which under her guidance has become a model for corporate health care in North Carolina and across the United States. The high priority she places on preventive medicine and patient education has helped to make the Health Care Center a financial and health care success.

Nursing Diagnosis Nurse

Susan Virginia Helms, RN High Point

Ms. Helms is a Patient Care Coordinator in the Coronary Care and Transition Units at Wesley Long Community Hospital in Greensboro. She spearheaded efforts to increase the amount, type, and clarity of information on a patient's chart. These efforts allowed nurses, physicians and other staff to have more and more accurate information about a patient.

Nursing Management

Wanda L. Boyette, MA, RN Clinton

Ms. Boyette graduated from Rex Hospital School of Nursing in 1963 and has since then exemplified the best of nursing leadership. For the last eight years, she has been the Assistant Administrator at Sampson County Memorial Hospital in Clinton. During her tenure she has upgraded nursing service and all of the other patient care departments, helped expand and improve the hospital's emergency room, enlarged the pediatric ward including space so that parents could remain with their children overnight, and started a skilled nursing unit in the hospital.

Psychiatric-Mental Health Nurse

Dorothy Brickhouse Honeycutt, RN Raleigh

Ms. Honeycutt, who has been a registered nurse for thirty-three years, was until her retirement in June of 1989 the Staff Development Coordinator at Holly Hill Hospital in Raleigh. Despite her retirement, she continues to work part-time as a lead nurse at Dorothea Dix Hospital. She received the award for her energy and commitment to psychiatric-mental health nursing, where she has been a leader in pilot projects on desegregation, de-institutionalizing patients, and changes in mental health promotion and treatment.

Psychiatric-Mental Health Nurse in Advanced Practice

Anne Hopkins Fishel, PhD, RN Chapel Hill

Dr. Fishel is an Associate Professor in the School of Nursing at the University of North Carolina at Chapel Hill. She has taught undergraduate nursing students since 1965, and graduate students since 1979, and led the way in developing a new masters program in psychiatric nursing. A pioneer nurse family therapist, she has maintained a family therapy practice since 1970.

Gail Osborne and Jim Newlin honored for their staff roles in the Legislative Study Commission on Nursing.

Jack McGee, Director of Special Services of the March of Dimes Birth Defects Foundation, Eastern Carolina Chapter, announces the fifth annual winner of the March of Dimes/Maternal Child Health Nurse of the Year.

Assistant Director of Nursing Education

Assist with assessing, planning, coordinating, implementing, and evaluating regional continuing education activities for nurses. MSN preferred. Extensive day travel with occasional overnights are necessary. Comprehensive benefit package with competitive salary. Full-time position available January 2, 1990. Mail resume and three (3) references to Carol Lundrigan, MSN, RN, Nursing Education Director, Northwest AHEC, Bowman Gray School of Medicine, 300 S. Hawthorne Road, Winston-Salem, NC 27103.

Affirmative Action/Equal Opportunity Employer.

Nurses Roundtable Meets at Convention

The fifth Nurses Roundtable met at the Sheraton Imperial on October 25, 1989 at the NCNA Convention. Thirty-one persons, representing 17 organizations, attended the meeting.

Discussion focused on titling, achieving consensus in the development of "Assumptions," and plans for future Roundtables.

Results of the titling exercise conducted at the September Roundtable were discussed. Attendees at that meeting voted on a list of titles for a future two levels of nursing practice. All known titles had been placed on a list and others were added at the meeting. Absent members were given the opportunity to vote, and all forms returned were included in the final tally. A total of 37 persons voted and the titles receiving the most votes are shown below.

Professional Level: Registered Nurse, 86.5%, Registered Professional Nurse, 65%. Technical Level: Associate Nurse, 62%, Registered Nurse Associate and Registered Associate Nurse were tied at 57%. Roundtable members recognized that these results may not reflect the preference of the larger body of nurses in the state. In an effort to secure more data, voting forms are being sent to Roundtable members for distribution to constituents of their organizations. A form is included in this issue for response by NCNA members.

Previous Roundtable meetings have included discussions of "Assumptions" relative to the entry issue. A list of "Assumptions" would describe points of consensus on a future two levels of nursing. Issues to be covered include educational preparation, scope of practice, licensing exams, etc.

Roundtable members requested that the NCNA Task Force on Nursing Constituencies develop the "Assumptions" for discussion at a future Roundtable. Roundtable members also recommended future joint meetings with other task forces. The next Roundtable is scheduled for Wednesday, January 24, 1990 from 2:00-4:30pm at NCNA Headquarters. (Snow date: January 31).

The form below is being distributed to all professional organizations through their Roundtable representative. As an NCNA member, we are requesting your input. Please return the form to NCNA by December 31, 1989. Mail to: NCNA, ATTN: Pat Graham, PO Box 12025, Raleigh, NC 27605.

Gateway to the Future

Cable car rides, ferry trips, breezy walks on the wharf and night-time views of the Golden Gate Bridge were some of the activities squeezed into the after-hours by North Carolinians attending "Gateway to the Future" the national meeting of ANA's Council on Continuing Education/Staff Development. If you haven't guessed, the meeting took place in San Francisco October 5-7, 1989 (one week before the earthquake!). North Carolina members attending included: Helen Brinson, Marge Bye, Greg Casalenuovo, Laurie Ferris, Rita Finnen, Pat Graham, Linda Jones, Jan Johnson, Carol Moore and Saundra Shay. Casalenuovo, Ferris, Finnen, and Johnson presented posters and Shay led a Breakfast Roundtable discussion. Several of the members attending are members of the NCNA Council on Continuing Education, which was chaired by Marge Bye during the 1987-89 biennium. All North Carolina members who attended have major responsibilities for continuing education in their employment settings.

Continued on next page.

Proposed Titles for Two Entry Levels

Rank **EACH** title listed below using the following scale:

1. I like this title.
2. I could live with this title.
3. I coud not agree with using this title.

Please keep in mind two criteria when choosing titles:

1. The title must clearly differentiate two levels of nurses to the public and employers.
2. The title must be acceptable to nurses.

Scale #	Title	Scale #	Title
_____	Registered Nurse (RN)	_____	Associate Nurse (AN)
_____	Registered Professional Nurse (RNP)	_____	Registered Associate Nurse (RAN)
_____	Registered Nurse, Professional (RNP)	_____	Associate Registered Nurse (ARN)
_____	Professional Nurse (PN)	_____	Licensed Practical Nurse
_____	Professional Registered Nurse (PRN)		

NOTE: Titles do not have to be paired.

*Retum completed form to NCNA, ATTN: Pat Graham, PO Box 12025, Raleigh, NC 27605; by **12/31/89**.

Continuing Education

Gateway to the Future *(continued)*

The poster displays were colorful and diverse. Titles were: "Teaching Code Blue Behaviors," Rita Finnen; "The Effectiveness of a Refresher Course in Returning Inactive Nurses into Nursing," Laurie Ferris/Linda Brown; "CE Maximizes the Market," Jan Johnson and "Stress and Coping in Women During Outpatient Cardiac Rehabilitation," Greg Casalenuovo. Saundra Shay's informative Roundtable entitled "A Partner for Continuing Education: The Legislative Connection," was well attended. In short, North Carolina made an impressive display at the national level!

The ANA Council on Continuing Education/Staff Development meets annually, rotating sites in the East, Central and West. The next meeting is scheduled for Fall 1990 in Baltimore, MD Watch future issues for details.

From left-right: J. Johnson, L. Ferris, H. Brinson, and P. Graham

Continuing Education Offerings approved by North Carolina Nurses Association

09/06	16.2	"Basic EKG Interpretation/Defibrillation Certification," Valdese General Hospital, Valdese (6158)
09/13	15.0	"Basic Psychiatric Nursing Program," Charter Hospital, Greensboro (6156)
09/19	10.8	"Hospice: Approaching the 21st Century," Hospice of North Carolina, Raleigh (6163)
09/25	18.0	"Going Forward in Excellence--13th APIC Education Conference," Mercy Hospital, Charlotte (6162)
09/26	23.4	"Perinatal Program Series," Memorial Mission Hospital, Asheville (6148)
09/89	21.0	"Advanced Neonatal Nursing Program," Bowman Gray School of Medicine, Winston-Salem (6153)
10/03	35.7	"Topics in Critical Care--Part 2," Union Memorial Hospital, Monroe (6166)
10/06	9.9	"Piedmont Oncology Association 10th Annual Symposium," Cancer Center of Wake Forest University, Winston-Salem (6167)
10/10	1.7	"Nursing Diagnosis--It's Here to Stay," NCNA District Twenty, Rocky Mount (6168)
10/11	9.0	"Oncology Workshop," Nash General Hospital, Rocky Mount (6165)
10/11	2.0	"Nursing Process in Action Workshop," Mercy Hospital, Charlotte (6160)
10/12	6.6	"Legal Aspects of Supervising Nursing Personnel," Nash General Hospital, Rocky Mount (6170)
10/13	6.6	"Legal Issues Impacting Nursing Practice," Nash General Hospital, Rocky Mount (6171)
10/15	16.8	"Hemoglobin/Hematocrit Training," American Red Cross, Charlotte (6152)
10/23	9.2	"Care of the Sick Neonate," Nash General Hospital, Rocky Mount (6169)
10/25	6.2	"Nursing Diagnosis: Why, What, How?," Gaston Memorial Hospital, Gastonia (6164)
10/25	3.6	"Perioperative Nursing Care Planning," Memorial Mission Hospital, Asheville (6172)
10/29	3.4	"Babies Aren't Supposed to Die," Memorial Mission Hospital, Asheville (6155)
10/30	26.1	"Oncology Nursing Course," Gaston Memorial Hospital, Gastonia (6175)
11/04	6.0	"Maternal Newborn Update--1989," Cleveland Memorial Hospital, Shelby (6174)
11/08	6.0	"Ethical Dilemmas in Community Health Nursing," Bowman Gray School of Medicine, Winston-Salem (6184)
11/08	3.6	"Med/Surg. Management of Angina Pectoris," 14th Annual Frye Memorial Symposium, Frye Regional Medical Center, Hickory (6178)
11/08	2.4	"The Devil Around Us: A Public Health Perspective," Forsyth Health Department, Winston-Salem (6173)
11/09	1.2	"Stabilization of Spine Using Pedicular Screw and Plate Fixation (USP System)," Memorial Mission Hospital, Asheville (6179)
11/16	4.1	"The Chemically Impaired Patient: Identification, Assessment, Referral and Support," Craven County Department of Health, New Bern (6181)
11/20	8.4	"High Risk Obstetrics," Nash General Hospital, Rocky Mount (6180)
11/21	6.6	"Urology Workshop," Nash General Hospital, Rocky Mount (6186)

NOTE: This list is published in accordance with ANA requirements to publish a list of **approved** offerings/programs, etc. Because offerings must be approved before they are listed, they are often presented prior to the **Tar Heel Nurse** publication date.

State News

North Carolina Foundation for Nursing, Inc. receives monies from two benefit events

The Great 100 and the Surgical Center of Greensboro both sponsored special events in September to benefit the North Carolina Foundation for Nursing, Inc. In the article about The Great 100 in the September/October **Tar Heel Nurse**, it was not known how much money had been raised for the Foundation. A check for $30,000 for nursing scholarships has been sent.

The Surgical Center of Greensboro held its second annual Sunset Strut benefit for the Foundation on September 3. This 5-K race and walk is dedicated to the nursing profession. This year there were 610 participants which included 490 runners and 120 walkers. Winners in the nurses' categories were First Place, John Fauber and Colleen Sullivan, and Second Place, Michael Calder and Carroll Ward. Proceeds for this year were $1000.

Hettie Garland, President of the Foundation, receives check from Patti Fralix, Chair, of the Great 100.

Patti Fralix and Heather Thorne , Founder of the N.C. Great 100, celebrate a successful evening.

Wanda Boyette, third from left, is congratulated by Becky Willis, Gale Johnston, and Becky Allen.

ANA Announces Nurses Day Theme

"Nurses Together in Caring" will be the theme of National Nurses Day on May 7, 1990. Plans are underway for the continuation of the "Search for Excellence" program in which a nurse from each state is selected and featured in the May issue of **The American Nurse.** Advertisements for this year's Search for Excellence will appear in all the major nursing journals in January. In addition, a direct mail packet will be sent on January 1, 1990 to hospitals, nursing homes, home health care agencies, schools of nursing, and nurse recruiters. Deadline for submitting nomination forms is February 23, 1990.

ANA has also developed a series of promotional items that will be available through the state nurses' associations. One package that NCNA is offering to promote National Nurses Day is a set of 50 tray tents (2 1/2 x 3 1/2) and a poster for $10. These items are also being offered separately. Another item is a green, gold, and magenta pin that is approximately the size of the nursing stamp pin. Due to the success that NCNA has had on the stamp pin, we are offering a bulk rate of $3.50 each for orders of six or more. Orders must be placed by January 10, 1990. A check or money order must accompany order.

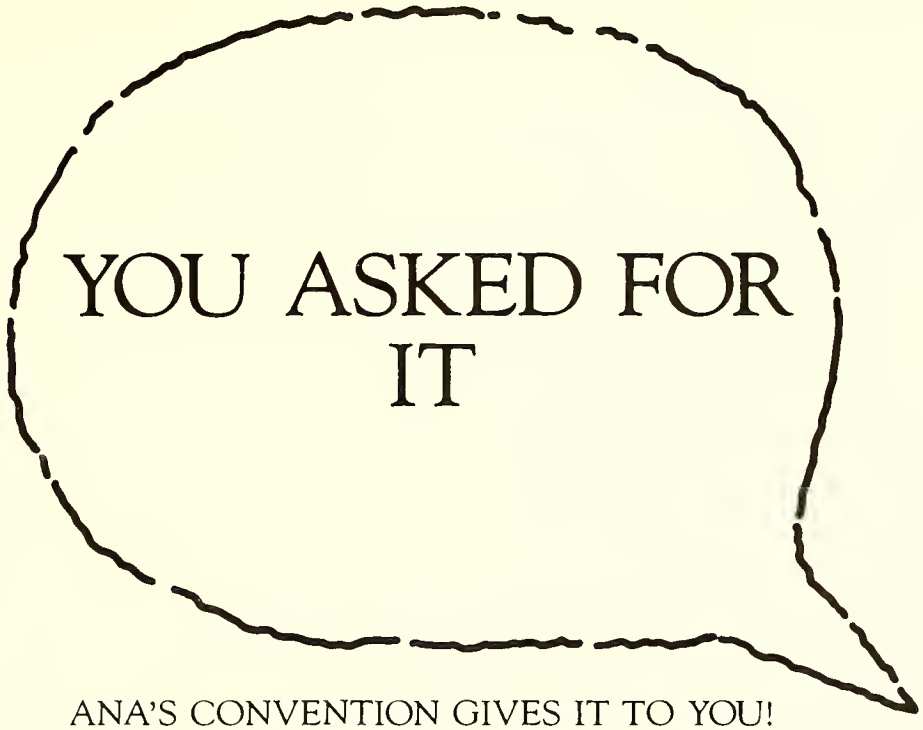
NCNA will again be offering the Nurses Day cards. The Cabinet on Marketing has plans for an additional design to be available for 1990.

"Nurses Together in Caring"

Order Form

50 Tray Tents and Poster	_____ sets	@ $10.00	_____
50 Tray Tents	_____ sets	@ $ 7.00	_____
Poster	_____	@ $ 3.00	_____
Together in Caring Pin	_____ pins	@ $ 3.50 (minimum order of 6)	_____
Total Enclosed			_____

Posters will be shipped in mailing tube. All orders include shipping and handling fees. Orders will be shipped beginning February 1, 1990.



ANA'S CONVENTION GIVES IT TO YOU!

We asked you what you wanted in a convention — and you told us! Nurses surveyed said their number one priority is educational opportunity. So that's what the American Nurses' Association offers you at the 1990 Convention and Exhibition.

ANA's 1990 Convention and Exhibition in Boston June 15-20 provides a multitude of opportunities — opportunities to learn, to earn, to gain, to grow, to expand your professional horizons.

You'll learn through outstanding, content-rich keynote and plenary sessions — with dynamic speakers like Maryland's Democratic Senator Barbara Mikulski, television news anchor Mary Alice Williams, and national nursing leaders — and continuing education offerings (12 credit hours are possible) . . . through your own exchange with exhibitors on the exhibit floor and at ANA's new and special "Product Awareness Night" . . . and through the opportunity to share with nursing peers from all over the country. That was your second priority — the opportunity to network with colleagues.

Plus you'll have the opportunity to enhance your professional credentials by sitting, if you choose, for professional certification exams.

And when you sit in on sessions of ANA's House of Delegates, when you observe nursing history in the making, you'll have the chance to see nursing in a new light — as a dynamic, powerful, positive force for change in America's health care delivery system.

Not least, the convention site is an exciting choice for nurses. Boston is an international center for health care research; it is a city of health care firsts and many nursing firsts as well. It is a vibrant and progressive city that looks to the future while it preserves and celebrates its part in this nation's grand historic past. It's the perfect place for your family's 1990 vacation!

Early registration rates offer special savings — plus members of state nurses' associations have an additional reduction in fees!

For more information, call toll-free (800) 274-4ANA, 8:30 a.m.-4:30 p.m., weekdays, central time or write Marketing Services, American Nurses' Association, 2420 Pershing Road, Kansas City, MO 64108.

Yes, tell me more! Send me information on:

- ☐ ANA's 1990 Convention and Exhibition in Boston, June 15-20, 1990.
- ☐ ANA Certification
- ☐ Membership in my state nurses' association in the state of _____.

Send to:

Name _____

Address _____

City _____ State _____ ZIP _____

Send the same information to my colleague:

Name _____

Address _____

City _____ State _____ ZIP _____

Mail to: Marketing Services, American Nurses' Association, 2420 Pershing Road, Kansas City, MO 64108.

SNA

Election Results

Board of Directors

President - Gale Johnston, 4305 Sunbelt Drive, Raleigh 27613
President Elect - Sheila Cromer, Route 4, Box 362, Thomasville 27360
Vice President - Wanda Boyette, Route 6, Box 552, Clinton 28328
Secretary - Jane Ray, 7820-F Featherstone Drive, Raleigh 27615
Treasurer - Patti Fralix, c/o Rex Hospital, 4420 Lake Boone Trail, Raleigh 27607

Cabinet Chairmen
Constitutent Associations - Bette Ferree, 3708 Northshore Drive, High Point 27260
Education and Resources Development - Joy Reed, 3305 Brennan Drive, Raleigh 27613
Government and Health Policy - Amanda Greene, 440 Northside Drive, Chapel Hill 27516
Marketing - Deborah Hutchinson, 821-A North Buchanan Boulevard, Durham 27701
Practice - Rosemary Strickland, 7 Brown Bark Court, Durham 27712
Professional and Economic Development - Lynnette Ball, 9410-C Prince George Lane, Raleigh 27615
Research - Beverly Craig, 421 9th Street, NW, Hickory 28601

Directors - Joanne Beckman, 8 Bryncastle Court, Durham 27707
Linda Wright, 103 Brown Avenue, Morganton 28655

Constituent Forum - Gerry Roberts, 317 Jordan Road, Brevard 28712

Nominating Committee

Chair - Jo Franklin, 6200 Old Mocksville Road, Salisbury 28144
Beverly Barnette, 201 Country Club Road, Mt. Airy 27030
Hettie Garland, 22 Woodbury Road, Asheville 28804
Judy Seamon, P. O. Box 3486, Morehead City 28557
Rachel Stevens, 119 North Street, Chapel Hill 27514

ANA Delegates

Gale Johnston, 4305 Sunbelt Drive, Raleigh 27613
Wanda Boyette, Route 6, Box 552, Clinton 28328
Dona Caine, Box 931, Seven Lakes, West End 27376
Sheila Cromer, Route 4, Box 362, Thomasville 27360
Bette Ferree, 3708 Northshore Drive, High Point 27260
Hettie Garland, 22 Woodbury Road, Asheville 28804
Nancy Langston, 847 Shady Bluff Drive, Charlotte 28211
Frank Moore, 8600 Abbotsbury Court, Raleigh 27615
Sandra Randleman, 965 Dawnlea Drive, Lewisville 27023
Linda Wright, 103 Brown Avenue, Morganton 28655

ANA Alternate Delegates

Debbie Hutchinson, 821-A North Buchanan Blvd., Durham 27701
Rachel Funderburk, Route 10, Box 386, Morganton 28655
Marlene Howlett, P. O. Box 283, Carolina Beach 28428
Linda Moore, 6150 Hwy 49, E, Mt. Pleasant 28124
Cynthia Stewart, 250 Cathi Lane, Kernersville 27284
Mac Stroupe, 518 N. Mendenhall Street, Greensboro 27401
Charlotte Hoelzel, 29 Partridge Road, Wilmington 28403
Donna Keith, 5527 Hamstead Crossing Drive, Raleigh 27612
Shirley Mozingo, Route 4, Box 34, Selma 27576
Mary Brown, P. O. Box 296, Garland 28441

Continuing Education Council

Chairman: Marilyn P. Agney, 5215 Memory Lane, Durham 27712
Vice Chairman: Jan Johnson, 502 Temple-Johnson Road, Zebulon 27597
Secretary: Marie Muskovin, 811 Broad Street, Wilson 27893
Members at Large:
Claudia Hayes, Route 6, Box 407, Sanford 27330
Debbie Moore, 5013 Deer Lake Trail, Wake Forest 27587
Cabinet Representative: Marilyn P. Agney

Council on Nursing Education

Chairman: Linda Wright, 103 Brown Avenue, Morganton 28655
Vice Chairman: Rhonda Ferrell, 509 East College Street, Warsaw 28398
Secretary: Shirley Lail, Route 7, Box 737, Hickory 28601
Members at Large:
Linda Ellington, 5205 Amsterdam Place, Raleigh 27606
Sue McIntire, School of Nursing, Duke University, PO Box 3322, Durham, NC 27710
Cabinet Representative: Loletta Faulkenberry, 3414 Longview Drive, Burlington, NC 27215

Election Results

Community Health Council

Chairman: Susan Randolph, 3505 Lexham Court, Apex 27502
Vice Chairman: Karen Hutcherson, Bowman Gray School of Medicine, 300 S. Hawthorne Road, Winston-Salem 27103
Secretary: Robin Holton, Route 4, Box 404AA, Edenton 27932
Members at Large:
Rachel Brown, 2713 Poole Road, Raleigh 27610
Bette Ferree, 3708 Northsore Drive, High Point 27260
Cabinet Representative: Katheryn Jenifer, 5273 Butternut Drive, Fayetteville 28304

Council on Gerontological Nursing

Chairman: Betty Mauney, Route 9, Box 243, Mooresville 28115
Vice Chairman: Ruth Giles, 8363 Knightsbridge, Charlotte 28210
Secretary: Martha Hanson, 9005-A Nolley Court, Charlotte 28226
Members at Large:
Bea Chase, 8919 Park Road, Apt. 219, Charlotte 28210
Su Modlin James, PO Box 763, Jamestown 27282
Cabinet Representative: Susan Tatro, 7535 Quail Meadow Lane, Charlotte 28210

Maternal-Child Health Council

Chairman: Terri Burleson, 5641 N. Church Street, Greensboro 27405
Vice Chairman: Maida Dundon, 6277 Styers Ferry Road, Clemmons 27012
Secretary: Lisa Spruill, Route 3, Box 178D, Greenville 27858
Members at Large:
Judi Allen, 4913 Swisswood Drive, Raleigh 27613
Judy Barnes, 2709 Hodges Road, Kinston 28501
Cabinet Representative: Donna Keith, 5527 Hamstead Crossing Drive, Raleigh 27612

Council on Medical-Surgical Nursing

Chairman: Sheila Bryson, 3405 Terry Lane, Greensboro 27405
Vice Chairman: Jenny Sandoval, 2298 Kery Drive, Greensboro 27408
Secretary: Barbara Osguthorpe, 3426 Glouchester Lane, Greensboro 27410
Members at Large:
Joan Bounds, 1800 Stage Road, Durham 27703
Terry Tranbarger, 4805 W. Friendly Avenue, Greensboro 27410
Cabinet Representative: Vercie Eller, 4612 Greenbrier Road, Raleigh 27603

Council on Nursing Diagnosis

Chairman: Dianna Aideuis, 125 Celeste Circle, Chapel Hill 27514
Vice Chairman: Debbie Kiser, 2618 Philips Street, Winston Salem 27103
Secretary: Sharon Dill Kerr, 533 Westview Drive, Winston Salem 27103
Members at Large:
Beverly Barnette, 201 Country Club Road, Mount Airy 27030
Susan Helms, Route 5, Box 540, Turnpike Road, High Point 27263
Cabinet Representative: Dianna Aideuis

Council on Nursing Management

Chairman: Cynthia Savell, 14 E Crabapple Lane, Asheville 28804
Vice Chairman: Ruth Bailey, Route 1, Box 55, Selma 27576
Secretary: Alice Chenoweth, Route 1, Box 530, Granite Falls 28630
Members at Large:
Phyllis Duhan, 5017 Hicone Road, Greensboro 27405
Cynthia King, 45142A Providence Road, Charlotte 28226
Cabinet Representative: Betsey Snow, 216 Forest Hills Road, Wilson 27893

Council of Primary Care Nurse Practitioners

Chairman: Peggy Norton, 1522 Clermont Road, Durham 27713
Vice Chairman: Sue Sweeting, PO Box 790, Blowing Rock 28605
Secretary: Pat Holcomb, Route 5, Box 650, Williamston 27892
Members at Large:
Jan Wolfe, 103 Mantle Court, Raleigh 27607
Betty Thomas, 1822 Ireland Drive, Fayetteville 28304
Cabinet Representative: Bonnie Hill, Route 1, Box 530, Gold Hill 28071

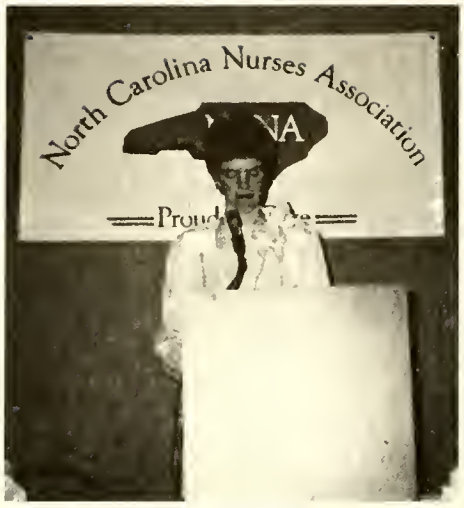
Psychiatric-Mental Health Council

Chairman: Norma Willhoit, 203 Lexington Road, Chapel Hill 27516
Vice Chairman: Gloria Cheek, 223 Oak Hill Drive, Durham 27712
Secretary: Dorothy Honeycutt, 5937 Carmel Lane, Raleigh 27609
Members at Large:
Frank Moore, 8600 Abbotsbury Court, Raleigh 27615
Rosemary Strickland, 7 Brown Bark Court, Durham 27712
Cabinet Representative: Wanda Waiters, 3611 University Drive 3-F,
Durham 27707

Council of Psychiatric-Mental Health Nurses in Advanced Practice

Chairman: Carolyn Billings, 3410 Hillsborough Street, Raleigh 27607
Vice Chairman: Caryl Deblitz, 5639 Chapel Hill Road #904, Durham 27707
Secretary: Deborah Reed, 217 Argonne Drive, Durham 27704
Members at Large:
Marilyn Earle, 2401 Trusty Trail, Raleigh 27615
Barbara Rynerson, 101 Pebble Court, Chapel Hill 27516
Cabinet Representative: Susan Simon, 2108 Countrywood North, Raleigh 27615

Jo Franklin's Farewell Message



Jo Franklin

Colleagues and Friends:

What an exciting biennium! Probably only the past presidents–the "has beens"–in the audience can fully appreciate the feelings I have at this moment. The most important words I have to say are **thank you** for this tremendous opportunity.

Traditionally, presidents have used this time to summarize what has been accomplished during their tenure, and I will do a bit of that. However, the Book of Reports details this information much more clearly and succinctly.What I really want to do is infuse you with so much pride in your profession and your association that you will take it back to work, let it spill over to your non-member colleagues and use it to carry you over all those times that you think you'd rather be punching a cash register at Penney's.

Nursing is really IT, folks. Lucille Joel (ANA President) asserts that nursing controls the environment of healing. NURSING controls the environment of healing, or in the case of our terminally ill clients, dying with dignity. Are we doing all we need to be doing with that control? Are we exercising our power? Several speakers this week have assured us that we DO have the power, and we certainly have lots of issues. But are we strenghthening our power by our actions?

Yes! Yes, your professional organization is moving on a number of fronts to empower, not NCNA, but to empower NURSES, and NURSING in North Carolina. Let me just highlight a few of my personal favorites. Please know that this is not at all a complete list, just ones that jumped into my mind when I was working on this presentation.

Number One—We don't have RCTs in this state–even though we had the president of the AMA on our front porch. One important reason is the efforts of NCNA and other organizations through the SWAT committee. One positive outcome of this situation was the restructuring of the Joint Practice Committee to provide an avenue for communication between our top leadership and top leadership of the North Carolina Medical Society.

Number Two—We have a Foundation for Nursing to support efforts to deal with nursing issues in North Carolina–thanks to the vision of a previous Board who appointed an ad hoc committee to study this issue and the tenacity of a number of those committee members to see this through to the conclusion. This Foundation will soon have the coveted 501(C)(3) status which will facilitate fundraising projects and will enable the writing and holding of grants. Some of our programs that are solely for the benefit of the nursing profession, like the PAP program, like entry into practice, will have a vehicle for grants and donations. A very special thanks to Hettie Garland for her untiring work on this project.

Number Three—We have a newly reaccredited CE program thanks to the hard work of the CE approval and CE provider units and NCNA staff. Nearly 300 programs were reviewed, along with over 30 provider approval applications. We all owe Pat Graham a big thank you for her dedication to these projects.

We have a new structure that has been fully implemented and successfully tuned. Two new cabinets are up and running and all programs have been aligned under the differentiated cabinet structure. Staff changes have necessitated several cabinets working with two or more different staff persons during the Biennium. I really appreciate the flexibility of all of you.

Nurse Pac contributed over $6,000 to various campaigns and had an 85% success rate for the candidates they endorsed. Way to go NursePAC! I would like to plead with each of you to remember the importance of this activity and respond to the Nurse PAC Silent Challenge. Convention is our major fundraising opportunity.

We have two new documents—**Guidelines to Address Resolutions of Work Place Issues** and a **Reference Document on Staffing Standard**s. You should be very proud of the work of the cabinets responsible for these pamphlets and be sure you have a copy in your personal library as well as in your work setting. These are model documents that are used as resources by nursing associations across the United States.

We had an extremely successful legislative session where, as Speaker Mavretic put it, we may not have gotten all we wanted, but we got all we asked for, which was way more than anyone else. Lots of people contributed to that, but especially the Cabinet on Government and Health Policy and our lobbyist extraordinaire, Sindy Barker.

Membership has shown a steady increase. A super recruitment video has been produced, billboards have been placed (donated by Naegele, I might add) and two dynamite conventions were planned. A very special thank you to Debbie Hutchinson and her cabinet and Ginny Tate and company.

Isn't it great to come to a convention having a full time executive director again? The Search Committee spent countless hours on this project and I hope you will express your thanks to the Executive Committee, Dona Caine and Joanne Beckman. We all got to be good friends as we sometimes met weekly.

I want to take this last opportunity to publicly thank the staff of NCNA, especially the staff that was on board when we were without an executive director. Beth Holder, Pat Graham, Janice Millns, and Sindy Barker were all new to our staff less than two years ago. They were strangers to one another. Pat Bryan had loads of experience and knowledge, but here was this group of newcomers, three of whom knew essentially nothing about NCNA, to deal with. What were they to do? The only thing they could do—jump in with both feet, learn many things the hard way, keep smiling, skip lunches, come in early and stay late, ask questions, try new ideas, keep smiling, and pray for an executive director. All these things and more, they did. They are wonderful people. Best of all, they are dedicated to NCNA. No one would work as hard, for as little money, as they did. And as they continue to do. In March they were joined by our new Executive Director Hazel Moore. Thank you staff for always being there.

Anytime you start thanking people by name, you always run the risk of leaving someone important out and perhaps hurting someone's feelings. I'm sorry if that happens; please write it off to presidential privilege and brain fatigue at this point.

Nurses control the environment of healing. What do my previous few remarks have to do with controling the environment of healing? Why do nurses need to be concerned with these business and administrative details? Does any of this really impact on the primary nursing interface–that between the client and the hands-on-care nurse? If I can only accomplish one task in my lifetime, it will be to convince nurse colleagues that activities like those just

Jo Franklin's Farewell Message

enumerated are the framework on which clinical nursing is shaped. Clinical nursing cannot be separated from the administrative and political underpinnings which are the stuff which NCNA is made of. Its very much like the house that Jack built. Remember that one?

This is the patient which needs a nurse, ...that needs continuing education, ...that needs an effective practice environment, ...that needs administrative understanding, ...that needs collegial nurse-physician relationships, ...that needs a strong nurse practice act, ...that needs governmental support, ...that needs effective legislators, ...that needs campaign efforts, ...that needs a political action committee, ...that needs an organization, ...that needs a nurse....

Nurses must be involved in their professional organization if they are ever to be a part of shaping the development of this profession. "What does NCNA do for me?" my non-member colleagues say. My response is always, "Why should it do ANYTHING for you–you're not a member!" NO DEPOSIT, NO RETURN. In fact, as unfair as it may seem, as we go about the business of advancing nursing in North Carolina, we do any number of things, the benefits of which spill over onto non-member nurses.

Who watch dogs the nurse practice act and the rules and regulations promulgated to accompany that Act? It's not the Board of Nursing folks, they are prohibited from lobbying. It is US, the North Carolina Nurses Association.

Who worked tirelessly for the passage of the five recent bills that allocated hundreds of thousands of dollars to benefit nursing? It wasn't the specialty organizations–they don't have lobbyists or political action committees. It was US, the North Carolina Nurses Association. Who deals with workplace issues on a statewide basis, bringing to bear information and issues from across practice settings? It's not the specialty organizations, and it's not the labor unions. It is US, the North Carolina Nurses Association through our Cabinet on Professional & Economic Development and our Cabinet on Practice.

Maybe the Association is not going in the direction you prefer. Maybe you are dissatisfied with the activities that have been in progress this biennium.

Perhaps you feel we have progressed too slowly or perhaps too quickly in a certain arena. Have you expressed yourself to your district president or to the Board of Directors? Do you attend district meetings to keep yourself informed? Do you read the **Tar Heel Nurse** and **The American Nurse** thoroughly?

Have you ever attended a Board meeting or even called headquarters to speak with a staff member? NO DEPOSIT, NO RETURN.

This biennium is drawing to a close and this convention is proving to be a smashing finish. But we have a lot of important business yet to accomplish.

Power in Nursing: Created by Issues, Strengthened by Actions. Yes, we have the issues. Yes, we are debating and discussing them. Yes, we will continue to be strengthened by our actions. I believe in the collective wisdom of this House as I have believed in the wisdom of the Board of Directors over this past two years, even when I have not always personally agreed.

Nurses control the environment of healing. NURSES. Are we going to accept that responsibility? Are we going to pull together to move forward? Will we take socially responsible positions, even if difficult? Will we place our fiscal resources where our hearts are? Will we swallow individual pride to catch the larger vision of a united whole?

NO DEPOSIT, NO RETURN. You get what you pay for. No free lunch. Cliches certainly, but each phrase used to have valid meaning. Let's not let our convention theme turn into a cliche. Let's not just talk about our power.

Let's not just talk about our issues. Let's not just plan our actions. This convention is really not the end of a biennium–it is the beginning of a new biennium. Do your part to get it off to a running start. Vote for the officers. Fill out a consent to serve form. Volunteer to help your district president. Recruit a colleague into membership.

Nurses control the environment of healing. We help people get well, we teach them to keep themselves well. We save folks from the brink of death. We help make communities a healthy place to live and industries a safe place to work.

We birth babies. We help people die with dignity and assist families to cope with that process. We manage folks' pain and comfort emotionally and mentally distraught people. We teach clients to live with chronic illness and handicaps. We administer this process. We teach this process. We write about this process.

Nursing provides more opportunity and more diversity than any other profession, and NURSES control the environment of healing. How could anyone **NOT** want to be a part of this dynamic, stimulating, opportunity laden profession? And how could any nurse NOT want to be a part of an organization that is as dynamic, as stimulating, and as opportunity laden as the North Carolina Nurses Association.

Take it from me—there is **NO** experience like it. There is nothing I would trade for the opportunities this presidency has afforded me. There is no other educational avenue like this one. There are few opportunities to make as many friends and professional networks as this association has provided me.

I started out by saying my most important job during this speech was to say thank you for this opportunity. From the bottom of my heart—**THANK YOU.**

The New Duke Geriatric Education Center

Announces a series of clinically-based, multi-disciplinary modules in:
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Health Promotion
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Nominal tuition for health professionals

Write:
Duke Geriatric Education Center
Box 3003
Duke University Medical Center
Durham, NC 27710
or call: (919) 684-5149

Calendar of Events

December 1	Continuing Education Approval Unit, 10:00
December 1	Council on Nursing Management, 11:00-3:00
December 1	Psychiatric-Mental Health Council Workshop, "Alternative Healing Approaches," Commons Building, Raleigh, 8:30-4:30
December 5	Task Force on Nursing Constituencies, 10:00-4:00
December 6	Task Force on Statewide Educational Needs 10:00-1:00
December 8	District Leadership Day, Sheraton Crabtree, Raleigh
December 15	NCNA Board of Directors, 9:30
December 25-27	Office closed to observe Christmas holiday
January 1	Office closed to observe New Year's Day
January 12	North Carolina Council on Nursing Shortage, 10:00-1:00
January 19	NCNA Board of Directors, 9:30
January 24	Task Force on Nursing Constituencies, Roundtable

NURSES

• Monthly Stipend for all nurses pursuing additional education in the nursing field.

• Loan repayment of up to $20,000 for OR nurses and Nurse Anesthetists.

• Flexible drilling options.

• CEU opportunities.

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* Extra Income *Prestige

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Call for Proposals

The Board of Governors of the University of North Carolina has been directed by the 1989 General Assembly (Senate bill 242) to conduct a competitive grants program during 1989-91 to provide funds to employers of nurses in public and private agencies and organizations in North Carolina for the primary purpose of finding ways to retain nurses in patient care. In accordance with the legislation, a special advisory group has been created by the Board of Governors to review proposals and to make recommendations for the selection of grant recipients. All grants will commence on January 1, 1990.

There are five categories of competitive grants:

Retention

Grants to employers of nurses **for developing innovative pilot efforts to retain nurses in patient care.** A fund of $75,000 is available in 1989-90 and also in 1990-91 for grants up to 18 months in length.

Salary

Demonstration grants to employers of nurses **to experiment with salary programs for nurses within professional practice models.** These funds may not be used to pay the salaries of nurses. A fund of $50,000 is available in 1989-90 and also in 1990-91 for grants up to 18 months in length.

Benefits

Grants to employers of nurses **to stimulate innovative approaches to providing child care and flexible fringe benefit plans for nurses.** These funds may not be used to pay the salaries of nurses. A fund of $30,000 is available in 1989-90 and also in 1990-91 for grants up to 18 months in length.

Productivity

Demonstration grants to health care facilities **for the development of nursing support services and productivity efforts, which may include computerization efforts.** A fund of $100,000 is available in 1989-90 only for grants up to 18 months in length.

Career Advancement

Incentive planning grants **for development of integrated pay, career advancement, and education plans for nurses.** A fund of $50,000 is available in 1989-90 only for grants up to six months in length.

The advisory committee encourages the development of projects which reflect long-term solutions, link levels of practice with nursing educational levels, and promote positive professional images of nurses and of nursing.

Deadline for applications is 5:00 pm, Tuesday, December 12, 1989.

For application packets, write:
Dr. Donald J. Stedman
Associate Vice President for Academic Affairs
The University of North Carolina General Administration
P. O. Box 2688
Chapel Hill, NC 27515-2688

CAROL WOODS
750 Weaver Dairy Rd., Chapel Hill, NC 27514

GERIATRIC NURSE PRACTITIONER

Carol Woods, a progressive CCRC, has an opening for a full-time Geriatric Nurse Practitioner or Family/Adult Nurse Practitioner. Candidates should have interest and experience in geriatrics and ability to manage primary care. Will participate as interdisciplinary team member in providing for total health needs of residents in conjunction with their primary physician.

HEALTH SERVICES EDUCATOR (HSE)

The HSE applicant will share a leadership role in planning and teaching health services personnel. The position includes teaching an innovative approach to care of the elderly and conducting orientation and in-service education programs. The position is full-time and requires a registered nurse with two to five years experience and a desire to teach professional and non-professional staff. (Master's Degree preferred)

Send cover letter and resume to Personnel Director, Carol Woods, PO Box 2121, Chapel Hill, NC 27514.

News Briefs

State

The Second Annual Executive Institute for Community Health Nurses entitled, "Plan for Today–Blueprint for Tomorrow," will be held the weeks of November 27-December 1, 1989 and April 2-6, 1990 at the Siena Hotel in Chapel Hill. The institute is being sponsored by UNC-CH School of Nursing, Continuing Education Department. The $300 tuition covers all materials, handouts, and readings needed by participants. Institute participants will be awarded a $75 James M. Johnston Scholarship to cover a portion of their tuition. The North Carolina Health Promotion and Wellness Institute will be held December 6-8, 1989 at the Governor's Inn in the Research Triangle Park. Tuition is $155 prior to November 17, 1989 and $185 after than date. Partial registration is possible. For more information, contact the Wellness Institute, c/o Wake AHEC, Wake Medical Center, 3000 New Bern Avenue, Raleigh, NC 27610.

"Professional Vitality '89: Corporate Culture, Power, and Image" will be held December 12, 1989 at the North Carolina State University Faculty Club in Raleigh. The program is presented by Wake AHEC and has a fee of $40. For more information, call Emily Newkirk at 919-755-8136 or mail registration to Wake AHEC, Wake Medical Center, 3000 New Bern Avenue, Raleigh, NC 27610.

"Developing Nursing Management Skills" will be a five-day workshop held January 16 and 17, January 24 and 31, and February 7 at Mountain AHEC in Asheville. Fee for the course is $120. Deadline for registration is January 6, 1990. For information or registration materials, call 704-257-4422.

The School of Public Health at UNC-Chapel Hills is sponsoring a Community Health Nurse Certification Review on May 18-19, 1990. For further information, contact Becky Hart, Office of Continuing Education, UNC School of Public Health, CB #8165, Chapel Hill, NC 27599-8165 or call 919-966-4032.

National

The First National Conference on Cancer Nursing Research will be held at the Hyatt Regency in Atlanta, GA, November 30-December 2, 1989. Registration fee is $135. Write Trish Green, MSN, RN, Vice President for Nursing, American Cancer Society, 1599 Clifton Road, NE, Atlanta, GA 30329.

The Fourth Annual Convention on "Staff Development: Challenges, Controversies, and Opportunities" will be held in New Orleans February 1-4, 1990. Convention registration is $359 prior to January 22, 1990 and $399 after that date. For registration information, call 1-800-826-1877 or write Resource Applications, 7250 Parkway Drive, Hanover, MD 21076.

The Tenth Annual Occupational Safety and Health Winter Institute will be held February 12-16, 1990 in St. Petersburg, FL. Most courses will be 2 and 1/2 days long. Contact the North Carolina Occupational Safety and Health Educational Resource Center, UNC-CH 109 Conner Drive, Suite 1101, Chapel Hill, NC 27514, or call 919-962-2101.

"Nursing Diagnosis into the 21st Century: Create the Vision" is the name of the Ninth Conference on Classification of Nursing Diagnosis. The conference will be held March 17-21, 1990 at the Marriott in Orlando FL. It is sponsored by the North American Nursing Diagnosis Association. Registration before December 15 is $295 and after than date is $350. There will be preconference workshops on March 17. For further information, call Debi Folkerts at 314-577-8954 or write NANDA, 3525 Carolina Street, St. Louis, MO 63104.

Discovery International will present a Nursing Science Seminar on March 31, 1990 at the Vernon Manor Hotel in Cincinnati, OH. The theme will be "Research and Practice Related to Parse's Theory of Nursing." For details, write or call Discovery International, P. O. Box 633, Pittsburgh, PA 15230 or 412-391-8471.

About People

Beverly Malone, PhD, RN,CS, FAAN, has been named the chairperson of the ANA Board of Directors Ad Hoc Committee to Address Human Rights and Ethics Issues within ANA.

Gale Johnston, MSN, FNP-C, RN, has been asked to serve on the Search Committee for a new Dean of the School of Nursing at UNC-Chapel Hill.

Lienne D. Edwards, MSN, RN, of UNC-Charlotte has received a grant from the American Nurses Foundation through its 1989 Competitive Extramural Grants Program. Ms. Edwards' study is "Determinants of Competent Parenting by the Fathers of Infants." These one-year grants were awarded on the basis of scientific merit of the proposed research to either beginning researchers or experienced researchers entering new fields of study.

Judith Roberts, MSN, FNP, RN, has been elected President of the North Carolina Society of Clinical Hypnosis. She is a psychotherapist in private practice working with adolescents and adults with a special focus on using interactive hypnotherapy techniques.

Cindy Julich, FNP, RN, is representing the NCNA Council of Primary Care Nurse Practitioners in a Rural Health Care Conference on November 20, 1989. The conference is being sponsored by Congressman Martin Lancaster.

Lt. Col. Barbara Jo McGrath Foley, MN, RN and her husband, **Lt. Col. Joseph Foley**, BA, RN, co-authored an article "On Worldwide Call to the Army," in the October issue of **The American Journal of Nursing**. Barbara is a past president of NCNA.

Martha Henderson, former Chair of Cabinet on Practice, pictured with Hazel Moore and Gale Johnston before leaving for a year at Groote Schuur Hospital in Cape Town, South Africa.

Conferences

The University of Colorado is submitting a Call for Abstracts for the 15th National Primary Care Nurse Practitioner Symposium to be held July 13-16, 1990 in Keystone Colorado. Abstracts are being accepted for presentations or poster sessions. Send three typed copies (300 words or less) and include vita and indicate interest in either presentation or poster session. Preference will be given to abstracts with strong clinical applicability, innovative role development models and/or papers with future-oriented perspective. Deadline is January 26, 1990. Contact Ellen Lemberg, MS, RN, Box C288, Continuing Education/Extended Studies, School of Nursing, University of Colorado Health Sciences Center, 4200 East Ninth Avenue, Container C-288, Denver, CO 80262 or call 303-270-8691.

The Dr. Loretta C. Ford Awards for Excellence as a Nurse Practitioner in Practice/Community Service, Research, Education, and Professional/Political Action will be presented at the 25th Anniversary Celebration of the Nurse Practitioner Movement at the Symposium in July. (see above notice) The four recipients will be selected from nominees submitted by colleagues or consumers. Nominees may include any nurse practitioner who is making substantial national, regional, or local contributions and who are not already nationally recognized leaders in the Nurse Practitioner Movement. Each recipient will receive $500 and waiver of registration fees and transportation expenses for the Symposium. Nominations close March 15, 1990. For applications, contact: UCHSC, School of Nursing, Extended Studies, Nurse Practitioner Symposium Office, 4200 E. Ninth Avenue, C-288, Denver, CO 80262 or call 303-270-8691.

The North Carolina Association of Bereavement Care provides a forum for the exchange of ideas, the sharing of experiences and the support of each other as people dealing with grief. It initiates educational programs on death and grief and the care of the family and community following the funeral. Membership is open to individuals, organizations, or companies who are involved with the bereavement process. Dues are $50 per year. If you would like more information, call or write Chris Osborne, Hanes-Lineberry Loss & Bereavement Care Center, P. O. Box 630, Greensboro, NC 27402 or 919-272-5157.

The **American Journal of Nursing** is accepting entries in its seventh biennial media festival. The purpose of the festival is to encourage and reward excellence in audio-visual productions, as well as encourage the use of multimedia programs throughout the nursing profession. There are thirteen entry categories: medical surgical nursing, critical care, basic nursing skills, pediatrics, maternity, rehabilitation, mental health/human relations, patient education, community/home care, prevention/wellness, geriatrics, professional issues, and computer based instruction. The entry fee is $85 per program. Deadline is January 26, 1990. All winners will be shown at the ANA Convention in Boston, June 15-20, 1990. For a detailed brochure and entry forms, write to the Educational Services Division of the **American Journal of Nursing**, 555 West 57th Street, New York, NY 10019-2961.

The Robert Wood Johnson Foundation is issuing a Call for Proposals on the subject of Improving Service Systems for People with Disabilities. Applicants must be community based agencies that are public entities or nonprofit organizations. The agency must be run by and for people with physical disabilities. Community agencies successfully completing Phase I will be eligible for Phase II funding of up to $600,000. A letter of intent (not to exceed two double-spaced typewritten pages) must be sent before January 16, 1990 to Lex Frieden, ILRU, 3400 Bissonnet, Suite 101, Houston TX 77005. For more information call 713-528-0504.

The National Eye Care Project is designed to help older adults obtain medical eye care. It will not cover eyeglasses, prescription drugs, or hospital care, but will cover the cost of an eye exam. In the three years that the project has been in operation over 150,000 elderly patients have been referred to ophthalmologists. The toll-free Helpline number is 1-800-222-3937 and operates weekdays from 11:00 am to 7:00 pm.

The new **Morbidity and Mortality Weekly Report: Recommendations and Reports** "Guidelines for Prevention of Transmission of Human Immunodeficiency Virus and Hepatitis B Virus to Health Care and Public Safety Workers," is available through the Superintendent of Documents, US Government Printing Office, Washington, DC 20402-9235. Call 202-783-8238 for more information.

The Public Health Service's "America Responds to AIDS" Campaign includes a new publication entitled **AIDS Prevention Guide.** It is designed to help parents and other adults talk with young people about how to prevent infection with HIV. It is available free to adults who call the National AIDS Hotline at 1-800-342-AIDS.

The American Association of Critical Care Nurses' has issued a call for speaker proposals for the International Intensive Care Nursing Conference to be held in Vienna, Austria, August 19-23, 1991. Deadline for submission of proposal is December 1, 1989. Speakers will be notified by July, 1990. For proposal requirements, call Jan Boller at 714-640-4903.

The Medical College of Virginia is now accepting applications for their Innovative Executive Master's Degree Program. It can be completed in two years while continuing to work full-time. During the two year period, students are required to attend five on-campus sessions in Richmond ranging in length from 8 to 13 days. For additional information, call Scott Stegall at 804-786-0719.

Psychiatric Mental Health Nurse

Primary therapist position in Pitt County Mental Health Center working with adult population. Skills in self-directed clinical practice are preferred. RN graduate from accredited school of nursing with minimum of two years psychiatric nursing experience. Hours 8-5, Monday - Friday; no shift work! Excellent benefits. Starting $23,556 to $25,948. An EEOC/AAE.

Mental Health Nurse I

(2 positions)

Pitt County Mental Health Center inpatient detox center. Some rotation. Graduation from accredited school of nursing, plus one year psychiatric nursing experience. RN required. An EEOC/AAE.

Send application and resume to:
Employment Security Commission
3101 Bismarck Drive
Greenville , NC 27834

NORTH CAROLINA
NURSES ASSOCIATION
P.O. Box 12025
Raleigh, North Carolina 27605

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The **Tar Heel Nurse** welcomes manuscripts from members of the North Carolina Nurses Association. Inquiries and/or manuscripts should be addressed to **Tar Heel Nurse** Editorial Advisory Committee, NCNA, P. O. Box 12025, Raleigh, NC 27605.

Advertising

For information and advertising rates, call North Carolina Nurses Association at 919-821-4250.

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